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(Continued on page three of cover)

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Vol. LXV, No. 7	CONTENTS	July 1965
	Department Today: Labour (Standards) Code Regulations	594
	50 Years Ago This Month	595
	Notes of Current Interest	596
	94th Meeting, Canadian Manufacturers' Association	601
	B.C. Conference on Industrial Relations	606
	Changes in General Assistance Legislation	610
	British Redundancy Payments Bill	616
	Industrial Fatalities, First Quarter, 1965	617
	Latest Labour Statistics	619
	Employment and Unemployment, June	620
	Rehabilitation: 21 Years of Service to Britain's Disabled	622
	Re-designing Jobs for Older Workers	623
	Women's Bureau: Quo Vadis School of Nursing	624
	Collective Bargaining Review:	
	Collective Bargaining Scene	625
	International Labour Organization:	
	49th International Labour Conference	631
	Teamwork in Industry	637
	Certification and Conciliation:	
	Certification Proceedings	638
	Conciliation Proceedings	639
	Labour Law:	
	Legal Decisions Affecting Labour	641
	Recent Regulations under Provincial Legislation	645
	National Employment Service:	
	Monthly Report of Placement Operations	648
	Unemployment Insurance:	
	Monthly Report on Operation of the Act	649
	Decisions of the Umpire	650
	Wage Schedules	652
	Price Indexes	658
	Publications Recently Received in Department's Library	659

Indexed in the Canadian Periodical Index

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Regulations under Labour (Standards) Code

Regulations issued June 18; main provisions establish rules concerning calculation of hours of work in industries where work requires irregular distribution of worker's work hours

Regulations under the Canada Labour (Standards) Code were approved on June 18. The Canada Labour (Standards) Code applies to all industries under federal jurisdiction.

The main provisions of the regulations are those establishing the rules under which hours of work may be calculated in industries where the nature of the work necessitates irregular distribution of an employee's hours of work. The general rule in the Code is that hours in excess of eight in a day and 40 in a week must be paid for at the rate of one and one half times the regular rate of pay. Where averaging is allowed, however, in accordance with the regulations, the hours of work for which an overtime rate has to be paid are not calculated on a daily or weekly basis, but at the end of the averaging period.

This is particularly applicable to the transportation industries.

The hours of work provisions of the Code came into force on July 1.

Averaging is permitted for any class of employees who have no regularly scheduled daily or weekly hours, or have regularly scheduled hours but the number of hours scheduled differs from time to time.

Where these circumstances prevail, the regulations provide that an employer can meet the standards of the Code if he selects an averaging period of a certain number of weeks and at the end of the period pays the overtime rate required by the Code for those hours each employee has worked in excess of the number of weeks in the averaging period multiplied by 40. For example, in a 13-week averaging period he would have to pay overtime for hours worked in excess of 520.

The regulations further provide a limit on the hours that may be worked even if the overtime rate is paid. The maximum number of hours an employee may work in a 13-week period is 624 hours, that is, the number of weeks in the averaging period multiplied by 48.

To adopt an averaging period of 13 weeks or less, an employer does not require approval, but must notify the Director of Labour Standards, Department of Labour, Ottawa, of the averaging period he has adopted. If he requires a longer period, for example, 26 or 52 weeks, he has to obtain the approval of the Minister of Labour for the averaging period.

The regulations will not affect more favourable conditions respecting the payment of overtime under any arrangement between employer and employee.

The regulations also cover such matters as weekly rest, employees under 17 years of age, general holidays, annual vacations, and board and lodging and other remuneration.

The Code sets minimum standards that include:

—a standard eight-hour day and 40-hour week, with overtime limited to eight hours a week and paid for at time-and-a-half.

—a minimum wage rate of \$1.25 an hour for all men and women over 17 years of age.

—two weeks annual vacation with pay after one year's service, or 4 per cent of wages as vacation pay for those with from 30 days to a year's service.

—eight statutory holidays with pay each year for each employee, or another full day off in lieu of the holiday.

The Code will apply to interprovincial or international rail and highway transport, primary fishing where fishermen work for wages, air transport, radio and television, shipping and services connected with shipping, banks, uranium mining, grain elevators, flour and feed mills and warehousing, seed cleaning mills, interprovincial or international pipelines and ferries, interprovincial or international telegraphs and telephones, and most Crown corporations.

A draft of the first labour standards code for the Northwest Territories was presented to the Territorial Council in Yellowknife in June.

The code would provide for an eight-hour work day and 40-hour week for all employees, with a provision for up to 48 hours a week in special circumstances.

Other provisions are:

—a minimum wage of \$1.20 an hour;

—at least two weeks annual vacation with pay;

—time-and-a-half for work in excess of standard hours.

A survey by the NWT administration showed that about 45 per cent of employees now work more than 48 hours a week.

50 Years Ago This Month

Unemployment heavy in Prairie Provinces and British Columbia in June 1915, despite small improvement in industrial and labour conditions. Few wage cuts but some reduction in hours

Some improvement in industrial and labour conditions in June 1915 compared with May, was reported in the LABOUR GAZETTE for July of that year, but unemployment continued to be heavy in the Prairie Provinces and British Columbia.

Not much change in wages or hours was reported during the month. There was little actual cutting of wages, but reduced working time continued in many establishments, except in those "where activity was marked owing to war orders."

In a few cases, increases went into effect. "Workers at the Granby smelter, Grand Forks, B.C., received a voluntary increase of 25 cents per day owing to the increased price of copper, which brought the minimum being received by any class of labour up to \$3.25 per day. Increases also went into effect at some of the Rossland mines of 25 cents a day above the regular scale.

"At Vancouver some 2,000 labourers employed by the city had the standard rate of \$3 per day of eight hours reduced to \$2.25 per day. Reductions were also made in the salaries of policemen and other civic officials."

All over the country, but especially in the West, the building trades were especially hard hit by the depression. Railway construction was going on at a much slower pace than it had been. Agriculture, however, was providing a good demand for labour; and large numbers of men were being drawn into the army. Some were returning to Europe either for military service or for work in factories engaged in war work; a number of enemy aliens were in internment camps; and immigration was at a standstill.

The Montreal correspondent said, "Four hundred applicants for engagement in armament and shipyard work in England have registered their names at the City Hall. Of this number, 80 per cent are natives of Great Britain and 10 per cent Frenchmen or French-Canadians, the rest being half Belgians and half other European nationalities. By trade, 200 are machinists, 100 boiler-makers, shipwrights or ship carpenters, and the remainder blacksmiths, coppersmiths or moulders. They will be examined on July 10."

The same correspondent said that there had been "a continual exodus to the Spirit Lake camp of alien enemies, chiefly Austrians

and their families during the month. Recruiting has also taken a very large number out of the city, French, Belgian and Russian reservists have gone in great numbers. Five thousand French-born residents have left since the war began. . . .

"From the Grand Trunk and Canadian Pacific Railway offices 1,200 and 1,500 men respectively have gone, and the Canadian Northern has contributed its quota. . . . Italian soldiers have been called to the colours, and part of 3,000 Montenegrins have already come here to be transported to Three Rivers to await transportation to the front."

The Hamilton correspondent said that the industrial commissioner had received applications from about 500 mechanics who were anxious to go to Britain to work on war munitions.

The correspondent from Fernie, B.C., said, "A peculiar situation developed throughout the mining camps of the Crow's Nest Pass during June when the miners of British extraction assumed a hostile attitude towards their Austrian and German co-workers, and positively refused to continue working under ground with these enemy aliens."

After some cessation of work had taken place at the mines in consequence of this agitation, "the authorities immediately intervened and interned all single miners, and all married miners of enemy nationality not having families in Canada. This compromise was accepted, and the men returned to work."

A similar situation occurred at the mines at Hillcrest and Coleman, Alta. At Hillcrest, "an arrangement whereby the objectionable aliens were temporarily excluded to the benefit of the British and their allied co-workers, was accepted and operations resumed." At Coleman, a mass meeting was held, "at which a resolution was passed unanimously that there would be no discrimination against the alien enemies, of whom it is estimated there are considerably less than 100 at this particular camp."

In this journal's report on retail prices the following items occurred: Bread rose at Sorel, Que., from 3½ cents per pound to 4 cents; tapioca was reported lower at London, Ont.; prunes were higher in price at Newcastle, N.B., and lower at Vancouver; coffee rose at New Westminster; vinegar remained steady; and coal oil rose at Vancouver.

Government Plans Payments to Laid-Off Auto Workers

A plan under which the federal Government will pay up to \$75 a week to auto workers laid off as a result of the re-organization following on the Canada-United States Automotive Agreement was outlined in the Commons on June 28 by Labour Minister MacEachen. He named the plan the "Transitional Assistance Benefit Program."

"These workers should not be asked to bear the entire financial burden of their unemployment," the Minister said. "Because the economy as a whole will benefit from the Agreement, it is reasonable that the people of Canada and the automotive companies assist the workers in meeting their adjustment problems."

At the same time, Hon. C. M. Drury, Minister of Industry, announced that the Government was setting up a \$10,000,000 loan fund to help finance the expansion of small auto parts companies that would have to increase their manufacturing capacity to take advantage of the Agreement.

The Minister of Labour said the program would provide benefits varying between 62 and 75 per cent of the worker's weekly pay, depending on the number of his dependants. The benefits, however, would not exceed 65 per cent of the average weekly wages in the industries concerned—which works out to about \$75.

The duration of benefit will be based on the length of employment in the industry, and can be up to one year and a half.

To be eligible for the minimum "transitional assistance benefit"—or TAB—the Minister explained, a worker must have had at least 30 weeks of employment during the 52 weeks immediately preceding layoff, and must also be eligible for unemployment insurance benefits.

Some of the workers laid off, said Mr. MacEachen, would normally be eligible for

supplementary unemployment benefits (SUB) paid out of funds built up by payments from the companies under collective agreement provisions. Under these plans, SUB payments would not be made if the TAB, plus unemployment insurance benefits, equalled or exceeded 62 per cent of the worker's pay, plus a maximum of \$6 for dependents.

In these cases, under the TAB plan, the companies would be relieved from paying SUB to their workers. It was the Government's view, therefore, that since the companies would also be receiving direct financial benefits under the automotive agreement, they should meet part of the financial burden of the lay-offs.

Accordingly, the companies that had SUB plans would be asked to contribute to the TAB fund an amount equivalent to what they would have had to pay to workers eligible for SUB; and the payment of TAB to workers eligible for SUB would be conditional upon such payments into the TAB fund by those companies.

The loans to the auto parts industry will be made at 6 per cent interest, repayable in 10 or 20 years depending on the type of project.

Both the Labour and Industry Department programs are designed to mitigate the short-term dislocations expected to occur while the auto companies make the adjustments necessary for large production runs.

Mr. Drury said that, under the Automotive Agreement, production in Canada would increase by several hundred million dollars annually, and employment in the industry would grow accordingly. "Motor vehicle manufacturers and many parts manufacturers have already announced major expansion plans," he added.

U. of T. Industrial Relations Centre Plans Founding Conference in Oct.

A three-day founding conference of the Centre for Industrial Relations at the University of Toronto, with the theme "Industrial Relations in the Next Decade—Challenges and Responses," will be held from October 13 to 15.

A wide range of industrial relations problems will be dealt with by an outstanding group of session chairmen and speakers.

The keynote speaker at the opening session will be David A. Morse, Director-General of the International Labour Office. He will be introduced by Hon. Allan J. MacEachen, Minister of Labour. The chairman of the

opening session will be Dr. Claude Bissell, President, University of Toronto.

H. Carl Goldenberg, well-known mediator, will be chairman for the second session, when the topic will be "Collective Bargaining Challenges and Responses." The speakers will be Professors Frederick H. Harbison, Director, Industrial Relations Society, Princeton University, and Arnold R. Weber, Graduate School of Business, University of Chicago.

Two afternoon sessions will be held concurrently on October 14. One deals with "New Concepts in Organization Theory." Prof. Sydney Maxwell, School of Business,

University of Toronto, will be chairman. The speaker will be Prof. Wilbert E. Moore, Sociologist, Russell Sage Foundation.

The other session, "Challenges and Responses in the Law of Labour Relations," will be under the chairmanship of Prof. H. D. Woods, Dean of Arts and Science, McGill University, and the speaker will be Prof. Bora Laskin, Faculty of Law, University of Toronto.

At a session in the evening of October 14, Dr. W. R. Dymond, Assistant Deputy Minister, Department of Labour, will be chairman. The speaker will be Prof. James R. Bright, Graduate School of Business Administration, Harvard University. His topic will be "Wage Adjustments to Automation."

The final session, on October 15, on "The Poverty Challenge and Responses to It" will be under the chairmanship of Dr. John Deutsch, Chairman, Economic Council of Canada. The speakers will be Jack T. Conway, Deputy-Director, United States Office of Economic Opportunity, and Hon. Maurice Sauvé, Minister of Forestry.

USW To Study Possibility Of Federal Safety Act

Canadian members of the United Steelworkers of America decided at their policy conference in Toronto in May (L.G., June, p. 492) to set up a committee to study the possibility of a federal safety act in Canada. It would be designed to provide uniformity in industrial safety measures.

The committee will study also the possibility of inserting a section in the various Industrial Safety Acts in Canada, providing protection of employment for those unholding provisions of the Act.

A further resolution urged that federal and provincial governments accept responsibility for administering retraining programs to maintain the present standard of living. Another urged that no worker be forced to accept a lower income because of automation.

Resolutions were passed to expand apprenticeship programs with a sliding scale of educational standards applicable to each trade, and to provide greater employment opportunities for youth through negotiation of apprenticeship programs for all crafts.

Other resolutions urged that: (1) unions bargain for extended vacations; (2) employers pay the full cost of health services for pensioners and dependents; (3) local union bargaining committees negotiate for group dental programs in collective agreements; (4) unions have the right to investigate mining fatalities, submit a report with recommendations to the Minister of Mines, and be advised when action has been completed on

the recommendations; and (5) it be made mandatory that employees who have temporary or permanent partial disability, and are off work over the time specified by the Workmen's Compensation Act, either be taken back or compensated at 100 per cent of their regular pay.

The conference also passed a resolution urging that any hospital bills incurred by an employee be tax deductible.

House-Building Incentive Program Has Altered Seasonal Pattern

The Winter House-Building Incentive Programs of 1963-64 and 1964-65 have completely altered the seasonal pattern of activity in house construction.

The influences these programs have had is clearly stated in the 1964 edition of *Canadian Housing Statistics*, annual publication of Central Mortgage and Housing Corporation:

"So long as these programs continue," it reads, "seasonal adjustment based on experience prior to the introduction of these programs is not valid."

As a result, the Corporation has changed the basis for the seasonal adjustment of series relating to house-building activity and to applications for NHA loans.

One-Man Tribunal Replaces Railway Board of Adjustment

A one-man tribunal, Magistrate J. A. Hanrahan of Windsor, Ont., will replace the old Canadian Railway Board of Adjustment No. 1 that was abolished in 1964 after being in operation for 45 years (L.G., May 1964, p. 371). Magistrate Hanrahan retired in June from the post of senior magistrate of Essex County.

The two main Canadian railways and four of the large railway unions have agreed on the formation of the new procedure for obtaining final and binding decisions on employees' grievances.

The agreement under which it is set up is the result of 18 months of private negotiations involving the Canadian National Railways, the Canadian Pacific Railway, the Brotherhood of Railroad Trainmen (CLC), the Brotherhood of Locomotive Engineers (Ind.), the Brotherhood of Maintenance of Way Employees (CLC), and the Transportation Communications Employees Union (CLC).

The Minister of Labour, Hon. Allan J. MacEachen, was the intermediary between the parties in establishing the Canadian Railway Office of Arbitration, after the four rail unions had made representation to him.

Marcel Pepin Elected President of CNTU

Marcel Pepin, secretary-general of the Confederation of National Trade Unions since 1961, was elected president on June 12, succeeding Jean Marchand, who resigned the post at the age of 46.

Mr. Marchand had been president since 1961, and before that had been secretary-general since 1947. It is reported that he will probably remain with the CNTU as an adviser.

Robert Sauvé, 33 years of age, was elected to succeed Mr. Pepin as secretary-general. Mr. Sauvé has spent five years with the CNTU, after three years' service with the combines investigation branch of the federal Department of Justice.

In his acceptance speech, Mr. Pepin announced that the Confederation would start its own war on poverty, and that a first step in the campaign would be a research program into "an absolutely deplorable social reality." The second step would be the preparation of plans for an energetic and sustained battle against the causes of poverty in Quebec.

Marcel Pepin

Marcel Pepin, who was born in 1926, is the son of a leatherworker. He grew up in Rosemere and St. Henri in Montreal, and after receiving a B.A. degree at the Montreal Seminary, he went on to Laval University's faculty of social sciences, where he received a Master's Degree in industrial relations.

He first served the labour movement in the summer of 1948 when he spent his holidays as an organizer with the National

Federation of Textile Workers. The following January, he engaged in part-time work with the National Metal Trades Federation, and after his graduation in 1949 he became a full-time employee of the organization.

Mr. Pepin later became director of technical services and secretary of the Federation, and in 1961 succeeded Jean Marchand as secretary-general of the CNTU.

Jean Marchand

Jean Marchand was born in Champlain, Que., on December 20, 1918. He studied at St. Jean Baptiste Academy and at the Quebec Commercial Academy, and is a graduate of Laval University.

Mr. Marchand's active association with the labour movement began in 1942 when he became organizer for the National Federation of Pulp and Paper Workers. In 1943 he was elected secretary of the union, and a year later became organizer for the CNTU. In this position, he was engaged in reorganizing asbestos mine workers. In 1945, he took the post of technical adviser to the Confederation for the Montreal region.

Mr. Marchand was recently elected vice-president of the International Confederation of Christian Labour Unions. He has served on a number of public bodies, and is now a member of the Royal Commission on Bilingualism and Biculturalism, and of the Quebec Economic Planning Advisory Council. It has been rumoured that he will go into politics, but he recently denied that he had any immediate intention of doing so.



Marcel Pepin



Jean Marchand

Leadership of Three Unions Changes in First Half of 1965

Important changes are taking place in the leadership of American labour that may have widespread effects on the structure, policies, and behaviour of unions whose combined membership is in the millions.

In the first of three changes in the leadership of unions that have taken place so far this year, Paul Jennings succeeded James B. Carey as president of the International Union of Electrical Workers.

On June 1, I. W. Abel became president of the United Steelworkers, succeeding David J. McDonald whom he defeated by a narrow margin in a union election held in February.

On July 1, P. L. Siemiller succeeded Albert J. Hayes, who retired as head of the International Association of Machinists at the age of 65.

Another change is foreshadowed in the announcement that O. A. Knight, President of the Oil, Chemical and Atomic Workers, will not seek re-election in August.

James B. Carey

James B. Carey resigned the IUE presidency early in April, 24 hours after the U.S. Department of Labor had issued a statement that the union's five-man board of trustees had falsely declared him to have been re-elected to the office last December.

Paul Jennings, a member of the union's executive board and Mr. Carey's rival in the election, became president the next day, and will serve the four-year term begun by Mr. Carey on January 1. Mr. Jennings was shown by the Department's investigation of the election to have won by 23,316 votes out of more than 130,000 cast; the trustees had declared Mr. Carey the winner by 2,193 votes.

In announcing his resignation, Mr. Carey disclaimed any knowledge of a miscount of votes by union trustees, and he said that he was "deeply shocked" by the charges of irregularities.

Mr. Carey had been president of the International Union of Electrical Workers since he helped to found it in 1949 when the United Electrical Workers was ousted from the CIO for alleged Communist domination. Previously, he had served as secretary-treasurer of the CIO under Philip Murray.

David J. McDonald

After declaring that he would file protests against irregularities that he alleged had occurred in the United Steelworkers election in February, irregularities that he had already asked the union's executive board to investigate, David J. McDonald announced that

he would not proceed with this action nor lodge any protest with the U.S. Department of Labor. I. W. Abel, declared winner of the election by 10,142 votes (308,910 to 298,768), assumed office on June 1.

David McDonald's career in organized labour began 42 years ago. When Philip Murray, then vice-president of the United Mine Workers, was appointed director of the Steel Workers Organizing Committee, David McDonald, who had been Mr. Murray's secretary in the UMW, was made secretary-treasurer. When the SWOC was formally organized as the United Steelworkers in 1942, Mr. Murray was elected president and Mr. McDonald secretary-treasurer. When Philip Murray died in 1952, the Steelworkers' executive council named Mr. McDonald acting president, and his appointment was later confirmed by a referendum vote of the members of the union.

Albert J. Hayes

A. J. "Al" Hayes was president of the International Association of Machinists since 1949. He had been on the staff of the Grand lodge in 1935. A vice-president of the AFL-CIO and of its Industrial Union Department, he is chairman of two AFL-CIO committees, the Ethical Practices Committee, and the Internal Disputes Committee.

It was the Ethical Practices Committee that drafted the AFL-CIO Ethical Practices Code, which has brought about the expulsion of undesirable elements from the labour movement. And it was the Internal Disputes Committee that drafted the constitutional amendments that established the procedure to settle jurisdictional disputes between affiliated unions.

The first no-raiding and mutual assistance pact between two international unions was signed in 1954 by Mr. Hayes of the IAM and Walter Reuther of the United Auto Workers. This agreement paved the way for the eventual merger of the AFL and the CIO.

Postal Workers Form Brotherhood To Bargain for Letter Carriers

The Canadian Postal Employees Association, the Federated Association of Letter Carriers, and the Canadian Railway Mail Clerks Federation have banded together for purposes of collective bargaining.

Under the banner of the Postal Workers Brotherhood of Canada, representing most of the country's 22,000 postal employees, they will act as bargaining agent for all mail-handling employees of the Government when collective bargaining is established in the federal public service.

The negotiating committee, which will bargain with the Government on pay and working conditions, will consist of five members of each of the three groups in the Brotherhood.

Officials elected were: Frank Standing, FALC, president; Joe Belland, mail clerks, vice-president; and Godfroy Côté, CPEA, secretary-treasurer.

NES Has Already Opened Office To Serve Expo 67 Exhibitors

Although Expo 67—the Canadian Universal and International Exhibition—does not

open in Montreal until 1967, a National Employment Service office of the Department of Labour has already begun operating as a free service to all exhibitors, Canadian or foreign.

With a full-time staff, NES is prepared to cope with the demand and supply of personnel of every type that will be created by the World Exhibition.

At present the staff is in temporary quarters with other exhibition personnel, but they will be located in a permanent office in the administration building in the near future.

In Parliament Last Month

(page numbers refer to Hansard)

On June 7 the Prime Minister made a statement about three major changes that the Government proposed to make in the program in operation under the Department of Industry Act to raise employment and income and to widen economic opportunity in designated areas of Canada (p. 2022).

The first change, the Prime Minister said, would provide for outright grants to manufacturing and processing enterprises establishing or expanding in these areas. These grants would be based on the size of the capital investment, and the maximum grant would be \$5,000,000 for any one project.

The second change concerned the inclusion of certain manpower measures, including planning to meet long-term manpower needs, and assistance by the Department of Labour to the provinces in devising new training methods and expanding existing ones.

The third change proposed by the Government would be an extensive revision and broadening of the areas to which the measures applied.

On June 17 a measure to amend the Income Tax Act was introduced in the Committee of Ways and Means (p. 2528). Changes proposed would provide, among other things:

—For 1966 and subsequent taxation years, reduction of the income tax paid by an individual by 10 per cent of basic tax or \$600, whichever is less; and for the 1965 taxation year, by the lesser of 5 per cent or \$300.

—Deduction from taxable income, under certain conditions, of the amount spent for support of wholly dependent nephew or niece.

—Deduction from taxable income, for 1965 and later taxation years, of an amount not exceeding \$550 for support of dependent aunt or uncle.

—Abolition of the deduction of \$500 now allowed to a taxpayer who has reached the age of 70 for those below that age who become eligible for old age security pension.

—Deduction from taxable income, in addition to the standard deduction of \$100 for medical expenses and charitable donations, of membership dues in a trade union or professional association.

On June 11, the Minister of Finance tabled a statement relating to the Canada Student Loans Plan, which showed that on April 1, 1965, 41,284 students had been assisted, and the total amount of loans authorized was \$26,265,941 (p. 2251).

On June 18, the Minister of Fisheries moved a resolution introducing a measure to amend the Fisheries Improvement Loans Act to increase the maximum loan to a fisherman from \$4,000 to \$10,000 and the maximum repayment period from eight to ten years (p. 2626). After debate, Bill C-121, to amend the Act accordingly, was introduced and given first and second readings (p. 2645).

On June 4, the Minister of Labour stated that he had been informed by the Chairman of the Board of Trustees of the Maritime Transportation Unions that Harold Banks had been removed from the post of president of the Canadian Seafarers Building Corporation Limited at the same time as he had been dismissed from the post of president of the Seafarers' International Union of Canada on March 18, 1964 (p. 1981).

94th Annual General Meeting of the Canadian Manufacturers' Association

Labour-management co-operation increasing, number of disputes decreasing, export sales up 36 per cent over 1964, Canada's economic outlook promising, speakers tell 1,600 CMA delegates

"Priorities for Progress" was the theme of the 94th annual general meeting of the Canadian Manufacturers' Association, held in Toronto on June 6, 7 and 8, and attended by more than 1,600 delegates from across Canada.

The industrial relations conference at this year's sessions examined collective bargaining and employee training and growth, under the general headings, "Designs for Stability" and "Motivation and Development."

One plenary conference, dealing with "The Critical Path of Progress," was addressed by Hon. C. M. Drury, Minister of Industry and Defence Production, Ottawa, who spoke on technology and economic growth.

Hon. Mitchell Sharp, Minister of Trade and Commerce, Ottawa, was one of the principal speakers at a conference on world trade. Other conferences dealt with world affairs, transportation and business planning. Only those covering industrial relations and economic growth are reported here in detail.

The new CMA president elected at the meeting for the 1965-66 term is Humphrey B. Style, chairman of the board, John Inglis Co. Limited, Toronto.

President's Address

Another 500,000 Canadians have joined the country's work force since the current economic upswing got underway in 1961, said A. A. Cumming, retiring CMA president, in his address to the meeting.

Also worth noting, he said, is that "the average hourly-rated employee in Canadian manufacturing is today earning over 44 per cent more than he did 10 years ago, although the consumer price index has risen by only 17 per cent in the same period."

Mr. Cumming said he found it significant that this increased employment occurred in a period during which a great deal has been said about the supposed threat to men's jobs posed by automation and swiftly-advancing technology.

I do not mean to discount the legitimate concern expressed in some quarters that we have not yet done all we need to do to prepare ourselves for the more automated age which is fast approaching. However, I do not think that this kind of concern has anything in common with the alarmist predictions of those who, for the most part, appear to me to have had a minimum of practical experience of industry and its problems.

Referring to the importance of equipping employees, through training and retraining, to meet the changing job requirements imposed by an advancing technology, the speaker emphasized that the majority of delegates were aware that industry, no less than government, will have to play a major role in upgrading the skills, or otherwise help to adjust those whose employment has been affected in one way or another by the machine.

Meanwhile, let us not neglect to reassure employees who may be prey to unwarranted fears. It requires no great knowledge of history to drive home the essential truth, which is that the machine is a liberator, not a job-consuming monster.

Mr. Cumming observed that although the past year had seen its share of local labour-management disputes, there had been no seriously-prolonged, industry-wide strikes to blight the scene.

For the most part, labour-management relations in manufacturing have, I think, continued to be good, and we can note with some satisfaction a growing realism on the part of many of those responsible for the leadership of organized labour. Since labour can manifestly be seen to be sharing in the gains which come from rising productivity and general prosperity, it would be strange indeed if it were otherwise.

Biggest export success story of last year, reported Mr. Cumming, was the 36-per-cent jump in the value of our foreign sales of fully-manufactured goods compared with the preceding year. "This was no one-shot affair," he continued, "for our 1964 sales of such exports were no less than double what they were in 1961."

One of the main reasons why sales both at home and abroad have been so good, he said, is that "our costs have risen less steeply in recent years than those of many of our competitors."

Canadians are "buying Canadian," he added, not out of any sense of obligation but because the Canadian product is the better product.

As our population grows—and we are rapidly approaching the 20-million mark now—and as incomes rise, we have every reason to hope that further reductions in the unit cost factor will mean even bigger sales here at home.

We are still a long way from the kind of mass market advantages enjoyed by some other major industrial nations, but even so we are

increasingly showing our competitive mettle not only at home but in the market-places of the world.

Another major development during 1964, said Mr. Cumming, was the appearance of the first annual report of the Economic Council of Canada—"a body which many people expect will exercise a considerable influence on important decisions of both industry and government in the months and years ahead."

The Council's report has been widely discussed, he noted, and had served to make thoughtful Canadians more fully aware of the formidable goals which must be achieved over the next four or five years in the fields of employment, education, productivity, technology and international salesmanship.

The Council having been established by government, we must certainly hope that its recommendations will be given due weight by Ottawa when it comes to formulating policy. It would be quite ludicrous if, having created such an expert body, the federal authorities were to be either at cross purposes with it or blithely proceed to disregard some of its more essential thinking altogether.

On the subject of the recent automotive agreement, Mr. Cumming expressed the hope that the U.S. Congress would soon ratify it. At the moment, he pointed out, the U.S. is reaping all the advantages.

The speaker noted also that both labour and the general public were developing a better understanding of the role capital in-

vestment plays in providing jobs and bettering the lot of all Canadians.

Some may think that in so saying I am being rather optimistic, but it seems to me significant that the improvement in corporate profits since the Sixties really got rolling has not drawn the amount of abusive, misinformed fire which it might have done, and which at an earlier time I am sure would have done. I take this as evidence that the connection between improved corporate profits, more jobs and higher wages has not gone unnoticed by the man in the street.

Mr. Cumming thought that the CMA's annual breakdown of the manufacturers' sales dollar, and the widespread publicity given the narrow five-cent profit over the past 17 years had contributed to this growing public enlightenment.

At any rate, it is something that not quite so many Canadians today believe that the manufacturer averages something like 25 or 30 cents in each dollar of sales.

Turning to the subject of Canadian unity and nationalism, Mr. Cumming said he believed that a far better understanding was developing between French- and English-speaking Canadians, despite the existence of differences and controversy.

In my opinion, these differences will eventually be bevelled smooth for the good and simple reason that both parties have exhibited a genuine spirit of tolerance and a willingness to listen to reason.

This evidence of basic patriotism, this display of common-sense co-operation between our founding races will, I know, result in a stronger, freer Canada building into the future of a solid bedrock of mutual respect.

INDUSTRIAL RELATIONS CONFERENCE

"Designs for Stability"

Hon. H. L. Rowntree

Continuing consultation and co-operation by labour and management on the major problems they face in common will not do away with the power relationship, but does ensure that power will be used intelligently.

As for collective bargaining, if labour and management fail to keep it working by adapting it to new challenges as they arise, there will be a greater degree of government intervention in the affairs of business and industry.

These are the views and forecast of Hon. Leslie Rowntree, Ontario Minister of Labour, as he expressed them in the opening address of a session titled "Designs for Stability" at the Industrial Relations Conference of the CMA annual meeting.

Despite recent criticism that collective bargaining is "obsolete," he continued, the many new approaches that are being developed indicate that the effectiveness of free collective bargaining will be improved.

Mr. Rowntree said that where public interest is clearly involved in a labour-management dispute, this fact must be taken into account by both parties at the bargaining table. Where public interest is not a factor, he added, the parties are free to pursue their own economic objectives as they see fit.

The speaker cautioned that it would be unrealistic to expect major economic and social problems to be solved entirely by unions and management.

While I believe the area of private decision-making in employment relations should be exploited as widely as possible, I do not wish to see an effective institution such as collective bargaining destroyed by requiring it to deal with matters that lie beyond its scope.

Mr. Rowntree cited evidence that, in the past few years, bargaining has functioned better than during any period since World War II:

Time lost through strikes decreased by 33 per cent since 1960, compared with the average loss between 1945 and 1949. There is increasing consideration by both parties for

the economic and social impact of their settlements. And there have been some outstanding examples of more creative, constructive and co-operative bargaining relationships—notably the Domtar labour-management conferences.

If industry's problems were worked out by means of the joint problem-solving approach, said the Minister, the method would yield improvements in collective bargaining itself.

Mr. Rowntree also asked employers to re-examine their attitudes toward the older worker. "To relegate older workers to a position of secondary importance is to ignore a vast storehouse of human knowledge at a crucial time in our province's development."

Harold J. Clawson

"The recognition of unions as collective representatives of employees (when they have been freely chosen by them) is now not merely a matter of law but has been almost universally accepted by management. This relationship is now an indigenous part of the industrial scene—in other words, unions are not only here to stay, but they play an important role in our economy as a whole and in employee relations at the plant level."

With the foregoing as his premise, Harold J. Clawson, Vice-President of Personnel for the Steel Company of Canada, Limited, Hamilton, Ont., examined the industrial relations scene in Canada during an address on the subject of "Collective Bargaining—A Reappraisal."

Management sees five major defects in labour's approach to bargaining, according to Mr. Clawson:

—The first of these is the "ritual of exorbitant demands" whereby labour makes 300 demands costing perhaps \$1 per hour.

"Despite the fact that virtually no one believes them, and that sophisticated bargainers, including union men themselves, regard them as a bit of a joke, unions persist in maintaining this ritual."

Some argue that no harm is done, since the demands are whittled down at bargaining time. However, continued Mr. Clawson, when the union membership repudiates the settlement, union leaders lose face, and a "wholly needless" strike often results, even though a fair and reasonable settlement was available."

—A second fault is the presence among union leaders of forceful social reformers who zealously long to remake society and establish a reputation as innovating labour statesmen. The demands made by such people may adversely affect the entire economy of the country, Mr. Clawson said, but may be imposed despite their limitations, through the exercise of undue bargaining power.

An example cited by the speaker was the "extended vacation plan" or "sabbatical leave plan" designed to solve unemployment in the U.S. steel industry.

It is ironic that within a year after this plan was negotiated, and before it even commenced to operate, industry began to develop a labour shortage, and the problem thus became accentuated by the plan.

The point is that in delicate areas of this type—for example, unemployment—which have ramifications throughout the economy, the issues may be too important or too complicated to be left to private decision-making through the process of collective bargaining.

—The third defect is "pattern bargaining," said Mr. Clawson. Because one union or one local is successful in getting a particular benefit, other locals and other unions become intent on imposing the same condition on other bargaining units, even though it may be entirely inappropriate either on financial grounds or in terms of needs.

This is compounded in industry-wide bargaining where every company and all employees in the industry are placed into the strait-jacket of settlements designed for and acceptable to a few of the leading firms.

Unless unions become more inclined to take individual company circumstances into account, the number of smaller firms forced to close by unduly harsh union demands is bound to increase.

—The fourth defect Mr. Clawson termed the "revolt of the rank and file against a developing authoritarian attitude which is probably to be expected as a result of growth and present bigness of unions."

Responsible Leadership

Mr. Clawson added that he thought the majority of union heads were giving responsible leadership, even, at times, risking their popularity with the membership to do so. The membership revolt, he said, is further manifested in frequent failures to ratify settlements, and the ousting of long-entrenched leaders in union election campaigns.

—Defect five, the biggest threat of all, according to Mr. Clawson, is "crisis bargaining" toward an arbitrary strike deadline under the doctrine of "no contract, no work." This approach, he said, particularly in relation to some of the difficult and important issues which are now facing labour and management, cannot result in sound, well-thought-out and well-executed solutions.

While the strike, including the right to strike, must remain the final arbiter, the use of the "automatic" strike, which does not require a specific decision to engage in a strike, amounts to a form of coercion, the speaker said, and will result in the destruction of free collective bargaining. The problem of "crisis bargaining" is bigger in the U.S., but even there, government is pressing for "cooling off" periods.

Referring to new techniques being developed to improve the bargaining process—such as the human relations committees or “continuous bargaining” which has recently gained popularity in the U.S.—Mr. Clawson said he thought the Canadian system, which gives labour and management more time and mediatory assistance, is making greater contributions to constructive collective bargaining.

The speaker emphasized that labour and management must together find cures for the many defects and abuses of collective bargaining, if they are not prepared to accept the alternative of increasing and “decisive government intervention.”

While employers must retain the function of management (even the union and employees would suffer if this responsibility were given up by default), there are many areas where information sharing, exchange of views, and even, on some subjects, consultation during the term of the agreement, could make for a more constructive collective bargaining relationship.

In spite of its inequities and problems, the speaker continued, free collective bargaining has, if viewed in historical perspective, made substantial social and economic contributions to our free enterprise system. “If we don’t preserve it, we may find imposed on us substitutes which would bring far more inequities and problems.”

Solutions to some of the more undesirable characteristics of collective bargaining will require a high degree of statesmanship on the part of organized labour, management and governments, said Mr. Clawson. Government’s role, as he sees it, is to provide the basic rules within which labour and management are free to seek their own solutions—and exceptions to this should be made only sparingly.

They should refrain from legislation on matters that are properly subject to collective bargaining. They should try to abstain from becoming unduly involved in the cult of tripartitism. Increased labour-management co-operation is a “must” in the years ahead, but if the government becomes too much involved in such projects, it may well inhibit true co-operation, and in any event might well lead to a type of compulsory co-operation which is a contradiction in terms.

Resist Temptation

Mr. Clawson suggested that governments should resist the temptation to enact new legislation every time a union delegation presents it with a list of “militant resolutions” passed at a union convention. He also suggested that governments must similarly resist management requests for legislative remedies.

The speaker next examined the weaknesses and deficiencies of management, and proposed ways in which employers could assist in making improvements in the machinery

of collective bargaining. “Employers must relinquish attitudes and postures of the past and recognize and respect the status of unions.”

Management also has a duty to resist unreasonable demands, Mr. Clawson continued, and to exercise positive and realistic leadership in establishing wage and benefit policies. Management is at a slight disadvantage here owing to the nature of collective bargaining, he said. If employers take too much initiative in this area, and attempt to put on the table what they think is fair and reasonable, the union will often consider this a floor from which to bargain further. Or, if the company has gone all-out and sticks to its offer, it will be charged with failing to bargain in good faith.

Management can also contribute to the maturity of industrial relations—and serve the public interest—by ensuring that collective bargaining is a two-way street. No employer can either survive or earn respect, said Mr. Clawson, if he is supine at the bargaining table or adopts a purely defensive role.

The speaker also warned management to avoid emotional reactions to union demands, and to take positions based more on realistic objectives than on political or emotional arguments.

Concluded Mr. Clawson: “In short, increased co-operation between management and labour in certain areas can contribute to a lessening of some of the problems of collective bargaining. But steps in this direction will fail and bring disillusionment if we overlook the fact that conflict—or the adversary approach—is inherent in the collective bargaining process. If we get rid of this, we also get rid of collective bargaining.”

Eliot Janeway

In an address titled “Economic Objectives and Collective Bargaining,” Eliot Janeway, president of the Janeway Publishing and Research Corp., New York, and director of Galt Malleable Iron Limited, Galt, Ont., predicted that the next steel labour contract in the U.S. would follow the pattern of the auto labour contract of 1964 (L.G., Oct. 1964, p. 850).

The auto settlement was reached on the national level with “relative ease”, said Mr. Janeway. The trouble that arose came on the local level, after the national settlement had been reached.

He pointed out that the auto labour contract of 1964 has exerted a beneficial and “bullish” influence on the U.S. economy.

Despite adverse criticism, it has neither unleashed inflationary forces nor induced a new profit squeeze in the auto industry.

"The prognosis for the next steel labour contract," said Mr. Janeway, "is that it will provide similar results and provoke less criticism."

The significant aspect of last year's auto settlement was the great weight it gave to "fringe benefits"—particularly increased pensions.

"Motivation and Development"

Dr. Howard P. Smith

There was a strong suggestion at the CMA meeting that management might not be making as effective an effort as it could make to establish more positive relationships with trade unions.

The suggestion came from Dr. Howard P. Smith, a psychologist with Rohrer, Hibler and Replogle of Montreal. Dr. Smith participated in "Motivation and Development," the second half of the industrial relations conference. His theme was "Man in the Factory."

The speaker admitted that anything a company does that appears to weaken the authority of the union in the eyes of its membership is going to be greeted with great suspicion. Despite this obstacle, the initiative for more effective union-management relations must come from management itself.

The great majority of the communications that go on between management and the union seem to centre around the processing of grievances. This is hardly a conducive atmosphere in which to develop a more positive type of relationship.

But why could not the union and the management together focus on the work situation itself? Is it not in the self-interest of both the union and the management that the employee find the opportunity for self-realization and self-

fulfilment through his work? The overwhelming weight of psychological evidence is that being a productive person and a satisfied person go hand in hand.

Dr. Smith demonstrated little patience with the theory that people hate work and must be bribed if they are to produce at all. "You can eliminate all the sources of worker dissatisfaction without at the same time creating satisfaction in the work group," he said.

He told the CMA delegates that too many companies think they can raise productivity by offering incentive earnings, bonuses, paid vacations and recreational services.

"It comes down to being a kind of bribery if these activities are based on the assumption that they motivate people to work effectively," he said. "They just do not do so—and I think we have acted too often as if work were inherently distasteful."

Management sometimes acts as though it thinks of a business organization as a vast psychological clinic, Dr. Smith continued. Instead of being preoccupied with happiness and adjustment, it should be concentrating on efficiency and productivity as the goals of management with respect to their workers.

It is only from the performance of a task that the individual can get the rewards that will reinforce his aspirations. . . . The motivation to achieve, to accomplish something constructive through one's work, is a deep-seated human drive that we are only beginning to learn how to tap.

Dr. Smith warned that positive motivation, resourcefulness and initiative can be stifled in an authoritarian atmosphere where there are rigid controls and limited opportunities for two-way communication. He also suggested that companies might get off on the right foot if they permit workers to follow a production operation from start to completion, rather than confine them to one fragmented part of a job.

BUSINESS PLANNING CONFERENCE

"Business Planning for National Growth"

Dr. John Deutsch

Forward-looking programs and longer-range plans must be continuously developed by both business managers and governments in the interests of a secure Canadian economy. This advice was contained in an address delivered by Dr. John Deutsch, Chairman of the Economic Council of Canada, to the business planning conference of the CMA annual meeting.

Theme of the conference was "Business Planning for National Growth" and the speaker's subject was "Business Planning and Our 1970 Potential."

Consequences of neglect to plan ahead are written in the histories of the manufacturers of declining items ranging all the way from ice-boxes to steam locomotives, said Dr. Deutsch.

He urged that the basic short- and long-term policies and programs of government be communicated to businessmen because the Canadian economy can no longer be run by improvisations and "seat-of-the-pants" methods. If the business community is to plan wisely, he added, it should have some knowledge of future government intentions in such fields as fiscal and monetary policy; tariffs and foreign trade; education, training and manpower programs; the tax system; social

and public works expenditures; and the nature and extent of efforts to promote research, development and the increase of knowledge.

These government policies and programs, which must be formulated in any case, will play a large role in determining the general economic climate in which business, labour and other private sectors will have to work.

The more we know about how governments propose to influence that climate, not just for tomorrow but for some years ahead, the more feasible it will be for private business and other private groups to plan their affairs and to move ahead. The greater the certainty in this vital area of basic government policy, the more possible it will be for business to meet its challenges.

Dr. Deutsch compared planning to navigation: "The navigator lays out a plan and sets a course toward an objective. He constantly rechecks his position as he proceeds toward his goal." He pointed out that modern developments such as the speed of technological change, the increasing complexity and specialization of industrial organizations, and the growing importance of knowledge and skill had made long-range forward planning an increasingly important aspect of business.

Inherently, the operation of a private business in a market economy involves the commitment of present resources to future expectations, said Dr. Deutsch. "Whatever is already in existence is obsolescent." Today's businessman is constantly confronted with the situation that whatever he is doing now is out-of-date, and that already new and better ways are in existence and will shortly be put into operation. Failure to plan far enough ahead to turn new possibilities into new opportunities makes it less and less likely that his business will survive.

Dr. Deutsch emphasized that the really significant resources of business today are knowledge and skill, and that development of these resources requires time, long-range investment in research, purposeful training of manpower, and the far-sighted development of managerial, professional and other highly skilled manpower.

More carefully-planned adjustments to changing technology and competitive conditions should be worked out "in co-operation with labour."

British Columbia Labour-Management Conference on Industrial Relations

Speakers offer various opinions on means to enable manpower to adjust to technological change. Officer of the Department explains effects on manpower to be expected in the sixties

Various opinions regarding the means by which manpower should be enabled to adjust to technological change were expressed by speakers at the British Columbia Labour-Management Conference on Industrial Relations, held in Vancouver on May 19 and 20.

Dr. John Crispo, associate professor of the University of Toronto's school of business*, disagreed with the view that collective bargaining could be relied upon to deal with the difficulties of adjustment to technological change. For one thing, he said, only 30 per cent of the workers in Canada were organized in unions. What was to happen to the other 70 per cent?

Another objection was that collective bargaining was a piecemeal way of dealing with the question, because of the differences between the labour laws of the various provinces. "The challenge is to find the right mix of public and private policies," he said.

The government should establish a full-employment policy, and it should have a labour market policy that provides for the training and education of workers, and for maintenance of income for workers who were willing to retrain themselves and to improve their qualifications.

Dr. Crispo said, however, that care must be taken to prevent the labour market from being disrupted by too much government interference. Such interference might be considered necessary when the market seemed unable to cope with effects of automation such as unemployment among workers whose skills had been made obsolete by machines. "But the first thing we should ask," he said, "is why isn't the market taking care of it?"

Dr. Crispo said that no one who lacked sufficient skill to find work should be left to the mercies of the market alone. He suggested three means by which people thrown out of work by technological change should be helped to re-enter the labour market.

* Since appointed Director of the University of Toronto Centre for Industrial Relations.

These were: provision of suitable retraining facilities, provision of funds to help workers to move to places where work was obtainable, and provision of incentives to displaced workers to seek retraining.

The speaker said that the system of loans announced in mid-May by Prime Minister Pearson (L.G., June, p. 486) was not enough to ensure manpower mobility. Free transportation should be provided.

Dr. Gil Schonning

The effects on manpower to be expected as a result of economic and technological change in the 1960's were described by Gil Schonning, Assistant Director of the Economics and Research Branch of the Department of Labour, in his address to the conference. He used a series of 38 charts accompanied by verbal comments to describe the effects.

The matters dealt with in the charts included: Total employment, employment by industries and industrial groups, changes in output in relation to employment, changes in male and female employment, labour force participation rates, labour force participation by occupations, and distribution in the labour force of groups of persons with various degrees of education.

Other charts illustrated unemployment by selected industries and occupational groups, by sex and educational level; duration of unemployment, unemployment rates in various regions, growth of employment in selected urban districts, seasonal employment by regions; and changes in population, scales of income, gross national product, and working hours.

In the preface to his address, Dr. Schonning cited certain facts as evidence that the Canadian economy and the working population of the country were subject to a high degree of change. These facts included:

—Canada not only has the fastest-growing work force of any industrial nation, but its economy is undergoing rapid change in the variety of its industries.

—In relation to the size of the country, Canada's share of international trade is one of the largest, and one that is often influenced by changes that originate abroad.

—"We live next door to an efficient and competitive giant."

—High and rising personal income, together with few restrictions on the consumer's choice, are conducive to change in a free market economy.

—The effect of previous changes has been unevenly distributed in different parts of the country.

—The sparseness of the population and the concentration of the working force in large, widely separated centres makes the movement of labour costly.

—Unevenness in the growth of industries and occupations in one centre compared with the next, and in urban compared with non-urban centres, makes large demands on the adaptability of the work force and the institutions that contribute to its development and welfare.

Cost Not Inevitable

In his summary, he pointed out that economic and technological change imposed a high cost on many people, but this should not be regarded as inevitable. The benefits of being able to produce more with less effort were incontestable, but considerations of these benefits should not blind us to their unequal distribution, and to the gain to be derived from enabling the greatest possible number of people to make full use of their powers during their whole working lives.

Unevenness in the growth of industries still had about three times as much effect as technological change in shifting the demand for various kinds of labour, but the effect of the latter was increasing.

At any rate, "thousands of workers and their families have become the fall-out casualties of economic and technological change." The question was: how far should the cost of making the necessary adjustments of manpower be borne by employers and the public rather than by the workers affected?

Mr. Schonning suggested that so far, funds had been invested in physical resources at the expense of investment in human resources. This had resulted in inefficient use of manpower and a great deal of unnecessary human suffering.

He thought that more resources should be invested to find out what sort of manpower our economy was going to demand during the next five or ten years, so that the institutions that prepare people for work could adjust themselves accordingly.

A second aspect of manpower that needed more attention was that of the adjustment of adult manpower to the vicissitudes of technological and economic change. "This simply means keeping the members of the labour force active, efficient and fully utilized throughout their whole lifetime, and thereby minimizing the number of fall-out casualties."

A third thing that needed to be examined was the effectiveness of existing industrial relations and collective bargaining arrangements in dealing with the adjustments demanded by such changes.

"Fourthly, there is the whole demand aspect of manpower which we refer to as employment policy."

The speaker suggested that in a free society the achievement of the goal of full and effective use of manpower "must be a joint effort." First of all, management must play a greater part than it had so far in developing

and effectively using manpower. Employers had tended to devote most of their attention to production, selling, engineering and finance, and too little to organizing and developing manpower and adjusting it to change, Dr. Schonning thought.

He spoke of the need for training arrangements, either within the firm or as a joint endeavour with the community, and of the need for a "comprehensive policy of upgrading its manpower systematically so as to meet the many minor changes in technology." It was in these small ways, he pointed out, that changes in technology usually came about.

"Thirdly, management must have a policy of retraining, upgrading or otherwise adjusting its work force in times of major technical changes. . . . This means that the effect on manpower should be known well in advance of the actual change-over so that the appropriate training programs can get under way before the actual change takes place."

Right Attitude Equally Important

Besides these actions on the part of management, however, what was equally important was the right attitude on the part of unions and management and a relationship between them that allowed such actions to be carried out effectively. But parties must work together "so that solutions to adjustment problems can be found in an atmosphere of calm and as a matter of course. In general, problems must not be allowed to become issues which can only be settled by bargaining. . . ."

In time of change, the worker must not only be regarded as a factor of production, but also "must be viewed as a human being with objectives, plans and problems of his own." He must be fully informed about what is going on, what is going to happen to him and what choices he has.

Even if management played its full part, however, there would still be a large number of "fall-out casualties" resulting from economic and technological changes.

The second essential program, therefore, for reducing this number is to expand our capabilities for getting these people back into employment as quickly and effectively as possible. This, I would suggest, is primarily a government responsibility. We in Canada have been slow in recognizing the importance of this function. . . .

Many workers who lose their jobs as a result of change are unable for financial reasons to participate in work, or in work for which they are best suited. This is a by-product of change which we have ignored far too long.

As you probably know, only a limited provision for dealing with this problem has existed in the Unemployment Insurance Act. A new capability is now being developed. The new [Manpower Mobility] program may provide loans for transportation and resettlement to unemployed workers for whom jobs have been found

in another labour market, and who desire to make use of this provision [L.G., June, p. 486]. . . .

An important complementary provision to this program, which already exists, is that any unemployed worker can enrol in training or retraining courses. The geographic mobility provision ought to be regarded as both a breakthrough and an experiment. . . .

Mr. Schonning pointed out that there was a conflict between the need for change as "an essential ingredient for survival and progress" and the need of the individual for job security. "It is in response to this that various manpower policies and programs have come about. It is in view of this situation that we need to develop an adaptable work force which can survive more effectively in the climate of change.

"Moreover, we need to keep the work force adaptable and competitive throughout the life of the individual. Similarly, we need to, and we can reduce the number of breakages in job security. Lastly, for those whose job security must be broken through no fault of their own, everything must be done to shorten the breach in their employment and also reduce the cost they have incurred."

Dr. George Shultz

A different point of view was presented by Dr. George Shultz, dean of the graduate school of business of the University of Chicago, who said that unions and management facing each other at the bargaining table were in a better position than an outside party—such as government—to find solutions to problems of employment and of moving workers to new jobs. He admitted, however, that there were matters in which government should take a hand, such as in retraining and replacing in employment some workers displaced by changes.

"At the same time, I fear we are going too far in leaning on government. There is too much tendency to throw up our hands and say nobody can do anything on his own, that we need a government program."

He disagreed with those who say that the economy is getting out of control because of new technology, and that the problems arising from it have "got everyone licked," saying: "People are not defeated. They are doing a whole series of things that may be small in themselves, but in the aggregate are quite important and constructive."

Dr. Shultz also expressed the opinion that there had not been enough strikes in the United States in recent years. He said that he thought a strike was a good thing, because "it lets people feel their oats a little." When there was a history of a strike, labour and management were inclined to have a healthier respect for each other, and negotiations tended to go more smoothly, he contended. In his

opinion, collective bargaining did not necessarily fail when one side or the other forced a showdown.

Statistics showed that strike activity in the U.S. had been averaging less than a fifth of one per cent in recent years. "I would argue that maybe this is too low," Dr. Shultz said.

Dr. Stuart Jamieson

Dr. Stuart Jamieson, a professor of economics at the University of British Columbia, said that collective bargaining was not meeting the challenges and problems of new technology. There was widespread hostility on the part of management toward unions. Management did not want to give advance notice of layoffs for fear that it would affect workers' morale or production levels. It also feared that the union would fight technological change.

The speaker suggested that there might be a place for paid leaves of absence to give workers the chance to retrain for new jobs.

Referring to another matter, Dr. Jamieson said that there were two views about the relationship between skilled and unskilled labour, and about its effect on unemployment.

One school of thought held that a lack of skilled workers created an obstacle to economic expansion and resulted in a shortage of jobs for unskilled workers. Another school held that the problem regarding unskilled workers was that they were increasing in number while job opportunities for them

were decreasing, or at least remaining stationary.

"We must determine if the problem is a shortage of skilled workers or a surplus of unskilled people," he said.

Other Views

Joe Morris, Executive Vice-President of the Canadian Labour Congress, said that so far government had not lived up to its responsibilities in the manpower adjustment problem. He suggested that a new agency, a national manpower service, should be formed within the framework of the National Employment Service.

Canada must produce knowledgeable citizens if it wanted to compete in the world today, Dr. Patrick McTaggart-Cowan, President of Simon Fraser University, told the conference. "The United States has twice as many students enrolled in universities as Canada has, on a per-capita basis," he said. "And in B.C., one out of every 16 persons has only a Grade 4 education."

Pat O'Neal, Secretary of the British Columbia Federation of Labour, said that collective bargaining had a place in dealing with the problems of technological change, but that it was dangerous and unrealistic to rely entirely on it.

John Drew of the Federal Department of Labour's Manpower Consultative Service said that there was little to fear from technological change if proper planning were carried out.

1965 Canada Year Book Is Now Available

The 1965 edition of the Canada Year Book contains a series of annual publications giving official statistical and other information on almost every measurable phase of Canada's development.

As the economy of the country has expanded, the Dominion Bureau of Statistics has endeavoured to present the story of this development, summarizing a great mass of detailed statistical, legislative and other pertinent information concisely within the covers of one volume, and supplementing it with data from other departments of the federal Government and from the provinces.

Special feature articles contained in the present edition include: "Agriculture in the Canadian Economy"; "Canadian Forest Products and Changing World Markets"; and

"Operational and Technological Changes in Rail Transport."

Changing emphasis has made necessary certain revisions in chapter content and the inclusion of additional data, both of which will be continuing features of the Year Book. Scientific and industrial research is covered in a separate chapter that contains a selection of Canadian achievements in science and technology since 1800.

All chapters include the latest data available to December 31, 1964. A political map (scale 140 miles=one inch) is enclosed in the pocket on the inside back cover of the volume. Available from the Queen's Printer, Ottawa, the cloth-bound edition (#CS11-202/1965) costs \$5, the paper-bound edition (#CS11-205/1965) costs \$3.

Changes in General Assistance and Other Welfare Legislation in 1964

Eight provinces make changes in general assistance programs, Manitoba, Ontario, Quebec amend laws on mothers' allowances and housing act changes affect accommodation for the elderly

GENERAL ASSISTANCE

During 1964 eight provinces made changes in their general assistance programs, including changes in rates of assistance, permissible income, and eligibility requirements.

Legislation passed in previous years was proclaimed in Ontario and Manitoba, and in Alberta, legislation was passed that would, on proclamation, authorize the payment under the social allowances program of assistance for the blind, disabled and older persons.

NEWFOUNDLAND

Three amendments to the Social Assistance (Consolidated) Regulations of 1961 were gazetted January 28, February 25 and May 12.

The first amendment authorized social assistance in cash for the months of July, August and September for a child who attains his 16th birthday prior to the first day of September, and who has been in regular attendance at school during the school year that ends in June of that year.

The second amendment effective from April 1, 1964 raised the allowable maximum annual outside income for families receiving social assistance. The maximum for families consisting of adults only was raised from \$600 to \$720, and for families consisting of adults and children, from \$800 to \$900. In either case, if the annual outside income is in excess of the specified maximum, the amount of the allowance is reduced by the amount of the excess.

Changes in rates of assistance were made by the third amendment, gazetted May 12, 1964 and effective April 1, 1964. The clothing allowance for the first adult in the family has been raised from \$5 to \$10 a month; rates for other members of the family remain at \$5 each. The monthly fuel allowance for each adult or family has been raised from \$10 to \$15, and the rent allowance for each adult or family raised from \$20 to \$25 in rural communities, and from \$30 to \$50 in urban communities.

Amounts which may be granted toward repairs and renovations of a home have also been raised. The maximum amount which may be granted in any one year has been raised from \$240 to \$300. The aggregate of all such grants in any four-year period may not exceed \$1,000, an increase from the former \$960.

NOVA SCOTIA

An amendment to the Social Assistance Act (Statutes of Nova Scotia, 1964, c. 60) assented to March 4, 1964 affected both Part I and Part II of the Act.

Under Part I, provincial allowances may now be extended on behalf of any child who is attending school beyond the level of Grade VIII to the age of 18 or to the end of the school year in which he becomes 18. Effective April 1, 1964 this provision was formerly restricted to the children of widows, mothers with disabled husbands, or foster children whose parents were dead or permanently disabled.

Under Part II, the section dealing with the effect on residence of a municipal unit moving persons to certain institutions has been amended to indicate that a boarding home is one licensed under The Nursing Homes Act.

An amendment to the regulations under Part I of the Act tabled February 7, 1964 and effective November 1, 1963 repealed the clause setting the maximum monthly allowance for a mother who is deserted, whose husband is imprisoned, or who although not married to him, is living as the wife of a man who has died. This change permits the maximum monthly allowance for these categories to be determined on the same basis as for widows, and mothers with disabled husbands.

NEW BRUNSWICK

Regulation 64-24 under the Social Assistance Act gazetted July 8, 1964 repealed the clause under Part II in Regulation 153 which defines "necessaries" as including payments for medical, hospital, nursing, dental and optical care, drugs and dressings, funeral expenses and travelling expenses. (This removes the contradiction implicit in Section 24. Section 24 (1) provides that the municipality's reimbursement claim shall include the cost of food, shelter, fuel, clothing and other necessities. Section 24 (2) provides that payments for medical, hospital, nursing, dental and optical care, drugs and dressings, funeral expenses and travelling expenses shall not be included in the reimbursement claim.)

Regulations 64-28 (O.C. 64-581) and 64-36 (O.C. 64-670), gazetted August 5, 1964 and September 2, 1964 respectively, prescribed

the forms to be used by municipalities for purposes of Part II of the Act.

Regulation 64-28 added six new forms (Forms 3 to 8 inclusive) covering order for municipal assistance, application for municipal assistance, and forms summarizing the cost of social assistance, homes for special care, travelling expenses and administrative expenses.

Regulation 64-36 substituted a revised Form 4 (Application for Social Assistance) and added Form 9 (Review Record), Form 10 (Municipal Social Assistance Case Record) and Form 11, an authorization for inspection of bank or other accounts. The application form has been simplified, and information about dependents, assets, liabilities, income and other details are recorded on Form 10, which is signed by the applicant.

QUEBEC

Under an amendment to regulations (O.C. 637, March 30, 1964), increases in monthly rates for certain categories of recipients became effective April 1, 1964. Maximum monthly allowances for recipients of needy widows and spinsters allowances, old age assistance, blind persons allowances, and disabled persons allowances were increased from \$65 to \$75. The allowable monthly income, including the allowance, for needy widows and spinsters was increased from \$90 to \$100. The monthly rate for the head of a family with one dependent child was increased from \$75 to \$85 and the allowable income, including the allowance, was increased from \$100 to \$110. Casual or part-time earnings of up to \$25 may be excluded from the calculation of income.

ONTARIO

The District Welfare Administration Boards Act, 1962-63, was proclaimed effective May 1, 1964 (*Ontario Gazette*, May 20, 1964) and regulations were made under this Act and under the General Welfare Assistance Act.

Ontario Regulation 168/64 under the District Welfare Administration Boards Act was gazetted July 11, 1964 prescribing the form to be used in making application for a grant under Section 7 of the Act, and the length of time in which chairmen of the board are to serve.

The board, at its first meeting after April 1 in each year, is to appoint one of its members as chairman for the fiscal year. No member may serve more than three consecutive terms.

Regulations under the General Welfare Assistance Act amended regulations governing general provisions, supplementary aid and aid to dependent fathers.

General. O/Reg.35/64 gazetted February 22, 1964 to be effective April 1, 1964 made a number of changes. Shelter allowances for

single persons were raised by \$10 a month for both unfurnished and unheated premises, and furnished and heated premises.

The differential in rental allowances payable to heads of families between those municipalities of over 100,000 population and other municipalities was eliminated, thus permitting the payment of the higher allowances by all municipalities. The section on residence was revised to change the date of calculation of residence from April 1, 1959 to April 1, 1961, and the section authorizing an allowance for vegetable seeds was revoked.

Supplementary Aid. The section of the regulations governing supplementary aid was amended by O/Reg. 232/64 gazetted September 19, 1964 to exclude provincial sharing in the costs of aid to persons whose means exceed a specified amount.

The Province will not share in the cost of supplementary aid given by a municipality to a person who is a recipient of a government benefit, other than an old age security pension, whose liquid assets exceed \$1,000 if unmarried, or \$1,500 if married. The Province will not share in aid given an unmarried recipient of an old age security pension whose annual income, including pension, exceeds \$1,260, or whose liquid assets exceed \$1,000. Nor will the Province share in aid given married recipients whose annual total income exceeds \$2,220 or whose total liquid assets exceed \$1,500.

Dependent Fathers. Under O. Reg. 154/64 gazetted July 4, 1964 changes were made in the regulations governing allowances to dependent fathers to correspond with those under the Mothers' Allowances Act. A new subsection permits an allowance to be extended to the end of the school year on behalf of a child who becomes 18 years of age while attending an educational institution other than a secondary school.

The length of time required to qualify for an allowance after desertion by the wife has been reduced from six to three months. A dependent father whose wife is imprisoned may now qualify for an allowance if, at the date of application, the term remaining to be served is six months or more. Previously no reference was made to the length of term remaining; application could be made if the wife were imprisoned for a continuous period of six months or more.

MANITOBA

Under proclamations published in the *Manitoba Gazette* of December 28, 1963 an Act to amend the Child Welfare Act, 1959 (Second Session), and clause (b) of subsection (1) of section 5 of the Social Allowances Act was proclaimed effective January 1, 1964. These proclamations repealed Part III

of the Child Welfare Act, under which allowances were paid on behalf of bereaved and dependent children, and proclaimed that section of the Social Allowances Act authorizing payment of allowances to widows with dependent children. Thus the transfer of mothers allowances to the social allowances program was complete.

Manitoba Regulation 14/64 gazetted February 29, 1964 effective from March 1, 1964 repealed former regulations under the Social Allowances Act. The revised regulation includes some changes in rates.

The monthly food allowance for an adult—formerly \$23 for a single adult or the first adult in a family of two, and \$20 for the second adult in a family of two beneficiaries—is now \$20 for each adult, with increases allowed for household units of one, two or three persons: an addition of \$5 a month for a single person, \$3 a month for each of two persons, and \$1 a month for each of three persons. Clothing allowances for children have been increased by \$1 a month for all age groups. It is now provided that, under special circumstances, an additional amount of up to \$7 a month may be granted for utilities, and an additional grant up to \$50 may be made at the end of the winter fuel season.

SASKATCHEWAN

Social Aid

Saskatchewan Regulation 432/64 under the Social Aid Act gazetted July 24, 1964 made a number of changes in Regulation 977/63 dated May 21, 1963.

Section 11 has been revised to add three new conditions under which the amount of assistance given may be less than the total amount specified by the schedules for various items of need, for a period not to exceed six months. This section previously provided that lesser amounts could be given to the recipient who wished a lesser amount than that established, and to the recipient who requested assistance for a specific item of need or for a specific amount.

Lesser amounts may now be given also to a recipient who has unusually high seasonal earnings and who has been advised to budget to meet living expenses; to a recipient who, while in receipt of social aid, purchased a home that, in the opinion of the municipal welfare official, exceeds the reasonable needs of the recipient; or to a recipient who has voluntarily discontinued gainful employment, except as a part of a rehabilitation plan or on the advice of an official.

It is now provided that certain earnings are to be excluded in determining financial resources. As previously, certain casual and part-time earnings of the family members up to a maximum of 25 per cent of the recipi-

ent's basic budget requirements are not included in the calculation of resources. Under these regulations, either this amount or, if larger, wages of \$5 a month for a single person, \$10 a month for a family of two persons, or \$15 a month for three or more persons, may be excluded.

An addition to the list of exclusions includes premiums paid by or deducted from wages of the recipient to cover the cost of a Medical and Hospital Card. "Reasonable" costs of transportation to and from work may be excluded from the calculation of income. The percentages of income from roomers and boarders that may be excluded remains unchanged, but a municipality may now adopt minimum charges more suitable to the locality than those specified in the regulations. This change is subject to the approval of the municipal council and of the Director of Public Assistance.

A new clause provides that maintenance payments from monies held in trust for children and available for distribution be considered as income. Negotiations must be conducted on an individual basis so that funds are released monthly, and the monthly amount is neither above nor below the budget requirements of the child.

Safeguards relating to the conversion of liquid assets into cash, and in the realization of funds on real property, are provided. A period not to exceed 60 days is allowed for conversion of certain assets into cash, but conversion must not be at a discount rate greater than 35 per cent of their value. A liquid asset or real property need not be considered a resource if the Director considers that there are sound social or economic reasons for not converting a liquid asset into cash, or for delaying or refraining from the use of real property as a security for borrowing or outright sale.

A period of 60 days is also allowed for the realization of funds through borrowing on the security of real property or from its sale. The sale of property is not required if the potential loss is greater than 35 per cent of its appraised market value.

A recipient may sell real property to purchase a home, but the purchase must be made within four months of receiving the proceeds, and the home must be "suitable to his needs and in accordance with the standard of living he can reasonably expect to maintain." Any funds remaining after the purchase are considered as available for current living expenses. If a recipient purchases a home that exceeds his needs in the opinion of the municipal welfare official, he may be required to sell the property and use the proceeds.

A municipal official who reviews the circumstances of a person who qualifies for aid as a result of disposing of his assets within

five years of application for aid, or because of his failure to realize on an agreement for sale, mortgage, or other security, must refuse aid to the applicant until he is satisfied that no income can be obtained from the assets, or until the applicant's budget requirements, plus 15 per cent, are equal to the market value of the asset disposed of.

ALBERTA

The Welfare Statutes Amendment Act (Statutes of Alberta, 1964, c.106) assented to March 26, 1964 authorizes the Minister of Public Welfare to enter into agreements with the federal Government to assist persons under the social allowances program, rather than under the Blind Persons Act, the Disabled Persons Act and the Old Age Assistance Act. (Social allowances are payable under Part III of the Public Welfare Act.) It provides for the discontinuance, on proclamation of the relevant sections, of applica-

tions under these three programs, but payment of assistance to persons granted aid under any of these programs may be continued in accordance with the Act under which it was granted.

Regulations under Part III of the Public Welfare Act were amended by Alberta Regulation 106/64 gazetted March 14, 1964. Under these regulations effective April 1, 1964 food and clothing rates for adults and children were revised. With few exceptions, slight increases were made in rates. Increases of 15 per cent in the food allowance for a family of two, and of 10 per cent for a family of three, are now permitted if cooking and refrigeration facilities are inadequate. Amounts of \$7 and \$3 a month, for a gluten-free diet and a restricted sodium diet respectively, have been added to the list of special diets for which allowances may be granted on medical recommendation.

MOTHERS' ALLOWANCES

Changes were made in Quebec and Ontario in the Acts governing allowances to needy mothers with dependent children. In addition, Part III of the Child Welfare Act of Manitoba was repealed, thus effecting a transfer of mothers allowances to the social allowances program. In Ontario the regulations affecting dependent fathers were amended, and benefits were extended in Nova Scotia on behalf of children attending school (see section on General Assistance above).

QUEBEC

An amendment to the Needy Mothers' Assistance Act (S.Q. 1964, c.49) effective April 1, 1964 raised the maximum monthly rate for a mother and one child from \$75 to \$85.

ONTARIO

An amendment to the Mothers' Allowances Act (S.O. 1964, c.65) assented to May 8, 1964 broadened eligibility requirements and made administrative changes.

The length of time required for a mother to qualify for an allowance after desertion, has been reduced from six months to three months, and an unmarried mother may now qualify for an allowance when her child is

three months of age, a reduction from the former six months.

A mother whose husband is imprisoned may now qualify for an allowance if at the date of application there are six months or more remaining in his term. An added subsection permits the allowance to be extended to the end of the school year for a child who becomes 18 years of age while attending an educational institution other than a secondary school. (There is no upper age limit for a child attending secondary school.)

A number of the former responsibilities of regional administrators have been assigned to the Director of the Welfare Allowances Branch. The Director now receives all applications for mothers' allowances, and determines the eligibility of each applicant and the amount of the allowance. He continues to act as chairman of the board of review.

Other matters now referred to the Director include: approval of temporary absences from the province, permission for a mother to be absent from the province for compassionate or other reasons, approval of an applicant as a suitable person to receive an allowance, and approval of an applicant as a suitable foster mother to her dependent foster child.

LIVING ACCOMMODATION FOR THE ELDERLY

An act to amend the National Housing Act 1954 (S.C. 1964, c.23) assented to on June 18, 1964 contains a number of provisions affecting accommodation for elderly persons.

Under a new section, 16A, loans may be made to non-profit corporations for the construction or purchase of a housing project, or housing accommodation of the hostel or

dormitory type, for use as low-rental housing. Terms and conditions for loans under this section are the same as for loans made to limited-dividend corporations under section 16 of the Act. Formerly loans could be made only for hostels that were an adjunct to a project of self-contained accommodation.

Section 36 of the Act, which covered federal-provincial public housing programs,

has been renumbered as section 35A. A new provision under section 35A (1) permits the inclusion of hostel or dormitory-type accommodation in federal-provincial projects. As formerly, public housing projects may be made up wholly or in part of existing housing purchased for the purpose, but are no longer restricted to urban renewal areas. Under this section, the amount of the capital costs, profits, and losses to be borne by Central Mortgage and Housing Corporation is not to exceed 75 per cent, thus permitting the Corporation's share to be less than was possible formerly when the amount was set at 75 per cent for the Corporation and 25 per cent for the provincial government or agency thereof.

A new section, 35C, permits the Corporation to make loans to assist a province, municipality, or public housing agency to acquire land for public housing projects. The maximum loan may amount to 90 per cent of the cost of acquiring and servicing the land.

Section 35D authorizes the Corporation to make loans to provinces, municipalities and public housing agencies to construct, acquire and operate public housing projects. Loans are subject to conditions applying to limited-dividend housing companies and non-profit corporations.

Under section 35E the Corporation may contribute to operating losses incurred by subsidized public housing projects. The maximum amount that may be contributed is 50 per cent of the annual losses, and contributions may be made for a period not exceeding 50 years. The Corporation is required to ensure that accommodation for which it is sharing operating losses is needed and is being rented to persons of low income.

New or amended legislation governing living accommodation for elderly persons came into effect in seven provinces: New Brunswick, Quebec, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia.

NEW BRUNSWICK

Regulation 64-20 under the Social Services and Education Tax Act gazetted June 10, 1964 permits the Provincial Secretary-Treasurer to authorize a rebate of the tax paid by a contractor on materials actually used in the construction or alteration of places of worship, homes for the aged, alms-houses and orphanages, as well as on materials used in operations preparatory to the construction of any such building. Rebates amounting to (a) 1.25 per cent of the total contract price are to be made to the governing body of a religious, charitable or benevolent organization for the construction of a building or for a major improvement constituting a capital investment; and (b) 90 per cent of the tax

paid on certain furniture and fixtures purchased by such religious, charitable or benevolent organizations.

QUEBEC

An Act to amend the Act to Improve Housing Conditions was assented to on March 19, 1964 (S.Q. 1964, c.37) and provided for the appropriation of \$180 million for the purposes of the Act. Although it does not make specific provisions for living accommodation for elderly persons, they may benefit under the Act which enables the Province to guarantee loans made for purchasing homes and to pay a portion of the interest charged on loans made for new dwellings.

ONTARIO

Legislation passed in Ontario during 1964 included an Act to incorporate the Ontario Housing Corporation (S.O. 1964, c.76) the Homes for Special Care Act (S.O. 1964, c.39) and Regulations, and Regulations under the Charitable Institutions Act, 1962-63.

An Act to incorporate the Ontario Housing Corporation assented to on May 8, 1964 came into force on August 11, 1964. The Corporation has the power to enter into agreements for the Province under the Housing Development Act, make loans, grants or advances under the same Act and acquire, hold and dispose of real property.

The Homes for Special Care Act 1964 assented to on May 8, 1964 authorizes the establishment of residential facilities for persons requiring nursing, residential, or sheltered care; the payment of capital and maintenance grants to benevolent organizations operating such homes or institutions; the licensing of homes for special care; and the payment of maintenance costs for residents of such homes.

The Lieutenant-Governor-in-Council may designate provisions of the Mental Hospitals Act 1950 or Regulations as being applicable to any home for special care. He may also approve all or any part of an institution, building or other premises as a home for special care.

Ontario Regulation 261/64 under the Homes for Special Care Act 1964 gazetted October 17, 1964 classifies homes for special care as approved homes, licensed residential, and licensed nursing homes. Part I of the Regulation relates to approved homes and sets out staff qualifications, powers and duties of administrators, fire protection measures, and procedures for the administration of trust accounts and the bonding of administrators.

Licensed nursing homes must meet standards contained in Part II of the Regulation. These relate mainly to fire protection, meals, sleeping accommodation, toilet and bathing

facilities, and personal, nursing and medical care. Licensed residential homes are governed by Part III of the Regulation, which sets out standards for sleeping accommodation and outlines inspection procedures.

Part IV of the Regulation outlines procedures for:

- admittance of persons discharged from an institution within the meaning of the Mental Hospitals Act;

- keeping of records;

- inspection of homes by an officer authorized under the Fire Marshals Act, and by a medical officer of health;

- assistance from charitable organizations with the inspection and supervision of homes for special care;

- granting of provincial aid.

Where a resident in an approved home cannot pay for his care and maintenance, the Minister of Health may grant to the Board of the home up to a maximum of \$6.50 per day for each day the resident is in the home. When a resident does not require nursing care, the maximum is \$21 a week.

If a resident is able to pay part of the cost for care, the grant is reduced by that amount. The amount of the grant payable is similar for residents of licensed nursing homes or licensed residential homes but, when a provincial grant is paid, the resident or the person responsible for his care and maintenance is liable to pay at least \$2 per day.

Ontario Regulation 297/64 under the Charitable Institutions Act 1962-63 was gazetted on November 14, 1964. It tightens fire protection measures and is more specific than previous legislation about duties of attending physicians, appointment of staff nurses, and provision of nourishing meals and adequate, comfortable sleeping accommodation.

Also under this Regulation, homes for the aged are among the institutions that benefit from the increase in the provincial share for maintenance costs of residents. This has been raised from \$5 to \$6 daily per person where the institution maintains a bed-care unit of twenty beds and from \$3.40 to \$4 where there is no such unit.

MANITOBA

The Elderly and Infirm Persons' Housing Act (S.M. 1964, c.17) came into force on April 16, 1964 repealing the Elderly Persons' Housing Act 1959. The new Act incorporates the terms of the former Act and, in addition, enables the Province to assist in the establishment of personal-care homes, and to increase grants for the construction of accommodation for the elderly.

It also empowers municipalities to sponsor elderly persons' housing, hostels, and personal-care homes. Municipal participation in such projects was formerly authorized under the Municipal Act. Regulations under the Public Health Act applicable to personal-care homes were gazetted on August 8, 1964.

As in the former legislation, a "hostel" is defined as a building accommodating three or more elderly persons who share bathroom or bathroom and kitchen facilities; but the new Act specifies that hostel accommodation is intended for persons who require minimal assistance or supervision in their daily living. A "personal-care home" is defined as a building accommodating persons who, in the opinion of a qualified medical practitioner, require continual or intensive assistance and supervision in their daily living.

A municipal council may pass resolutions favouring the establishment of elderly persons' housing, ratepayers may petition for it, or municipalities may enter into joint agreements. An organization committee must establish details of the proposed scheme, which must be approved by the municipality or municipalities concerned and the necessary by-law passed. Letters patent of incorporation as a non-profit corporation under the Companies Act must then be obtained.

The municipality appoints the board of directors of the corporation whose powers thereafter include the right to:

- borrow or raise money;

- acquire, administer and dispose of real or personal property;

- invest funds and employ staff necessary to operate and manage the housing provided.

A provincial grant will not be made for a project unless the municipality, corporation or organization applying for it has obtained money equal to 20 per cent of the total cost (formerly 10 per cent) or, for new construction, the necessary serviced land and 10 per cent (formerly 5 per cent) of the cost.

Grants for constructing, acquiring, reconstructing or equipping elderly persons' housing units are set at the lesser of one-third of the cost, or \$2,150 (formerly \$1,667) for two-person units and \$1,700 (formerly \$1,400) for one-person units.

The amount of a grant made for construction of hostel accommodation is to be the lesser of one-third of the cost, or an amount calculated by multiplying \$1,700 (formerly \$1,200) by the number of beds provided in the hostel. For the purpose of assisting in the renovation, repair or acquisition and reconstruction, furnishing or equipping of a hostel, the grant is to equal one-third of the cost or an amount calculated by multiplying \$825 (formerly \$700) by the number of beds provided.

For the construction of a personal-care home, the grant is to be the lesser of one-third of construction costs, or an amount calculated by multiplying \$2,000 by the number of beds provided. Grants to assist in the renovation, repair, acquisition, furnishing, equipping or reconstruction of a home may amount to the lesser of one-third of the cost, or an amount calculated by multiplying \$1,000 by the number of beds provided.

As previously, the provincial Government may guarantee the payment of principal and interest on loans from the federal Government or its agencies to corporations or organizations which have received a loan under the Elderly and Infirm Persons' Housing Act. Also, licensing provisions have been extended to cover personal-care homes.

Manitoba Regulation 52/64 under the Public Health Act defines personal-care homes, outlines conditions under which they may operate, and sets out standards they are required to meet.

"Personal care" is defined as the care of aged and infirm persons who, in their daily living, require the care of another person or persons, but who do not require the services of a hospital within the meaning of the Hospital Services Insurance Act. A personal-care home is a place used for the accommodation of three or more persons who, in the opinion of a medical practitioner, require personal care. Admission is to be governed solely by the need for care and assistance.

Effective August 1, 1964 any personal-care home must meet certain specifications set out in the Regulation. These govern the amount of space allotted per resident, and facilities, equipment and furnishings considered necessary by the Minister of Health. They require also that recreational and social activities be made available for the constructive use of leisure time, and to maintain the

residents' contact with the community. The operator of a home must have a valid license issued by the Minister.

SASKATCHEWAN

Saskatchewan Regulation 574/64 under the Housing Act (O.C. 1876/64) gazetted December 4, 1964 adds definitions of "care" and "supervisory care" to the regulations.

For the purposes of the Housing Act, "care" includes skilled nursing care, personal services or supervisory care given to needy, aged, infirm or blind persons living in licensed sheltered accommodation where the charge exceeds \$75 per month. This definition applies to boarding and nursing homes, self-contained housing, and other forms of sheltered accommodation for four or more persons not related to the operator or any member of the management of such accommodation. Supervisory care is defined as the giving of guidance or the supervision of activities of daily living.

ALBERTA

Alberta Regulation 113/64 gazetted March 31, 1964 deleted from the regulations under the Homes for the Aged Act the subsection providing that persons whose only income is derived from the old age security pension plus the supplementary allowance from the Province shall not be charged maintenance of more than \$60 per month.

BRITISH COLUMBIA

Order in Council No. 663 gazetted March 19, 1964 amended the Welfare Institutions Licensing Regulations to permit the use, for sleeping accommodation, of a room more than two stories above the ground when the Welfare Institutions Licensing Board gives its approval.

British Redundancy Payments Bill

Sets up scheme whereby workers whose jobs disappear will get compensation as legal right. Employers responsible for the payments but will be aided by Bill's proposed Redundancy Fund

A scheme under which men and women whose jobs disappear will get compensation as a legal right is set out in the Redundancy Payments Bill presented to the British Parliament by the Minister of Labour. It is hoped to bring the scheme into operation before the end of the year.

Redundancy payments will be made to men and women who lose their employment because the work they are doing comes to an end, or is reduced, or they lose their job because of the death of their employer.

Employers will be responsible for making the payments. But a fund will be set up to spread the cost over all industry. This Redundancy Fund will be financed by a levy added to the employer's weekly National Insurance contribution. Employers will be able to claim rebates from the Fund, averaging about 60 per cent of the payments due their redundant employees.

With certain exceptions, the scheme will apply to employees between the ages of 18 and 65 (60 for women) who normally work

21 hours a week or more. They must have a minimum of two years service with their employer and, if they are made redundant, they will be entitled to payments as follows, for each year of service: Age from 18 to 21, half a week's pay; age 22 to 40, one week's pay, and age 41 to 65 (60 for women), one and a half week's pay.

There was wide support for the bill on both sides of industry. The main structure of the scheme was broadly acceptable to both the British Employers' Confederation and the Trades Union Congress.

Reckonable service under the measure is to be limited to the last 20 years before redundancy. Earnings above £40 a week will not be taken into account, and years of service below the age of 18 will not be considered.

The maximum to which any worker would be entitled would be 30 weeks pay, which he would get if he had 20 years of service, all over the age of 40.

Disputes arising on all questions will be referred to tribunals with legally qualified chairman and employers' and workers' representatives.

Certain groups of workers are excluded from or not covered by the Bill, and where there is an agreement between employers and unions for redundancy payments to workers, the Minister may, on application by the parties, exempt employers from liability to make payments to employees covered by the agreement.

This provision will make it possible for industries in which workers do not work for long periods with one employer to agree on special schemes more suited to their conditions.

Industrial disputes are not to affect entitlement to payment, though time spent on

strike will not count as reckonable service. The Contracts of Employment Act 1963 will be brought into line so that strikes will not break continuity of employment for purposes of accumulating rights to notice.

Minister of Labour Ray Gunter said the measure was an important step in the British Government's program to push forward the modernization of industry as fast as possible and to enlist the co-operation of workers as well as management in this process.

Mr. Gunter, in moving second reading to the bill, said one of the most urgent needs was to use manpower more efficiently. There were too many restrictive practices, too much overmanning and underemployment of labour.

It was no good attributing them entirely to unions and workers. They were the legacy of years of economic insecurity and fears for the future of job or craft. That insecurity had to be removed if the problem was to be tackled. The Bill would not achieve this in itself but it had an important part to play in allaying fears of redundancy and resistance to new methods and economic changes.

It cannot be said too often, Mr. Gunter continued, that manpower is our most precious resource. Yet far less attention is given by management today to the budgeting of manpower needs than to the forward planning of other aspects, such as investment and marketing.

From this point of view, Mr. Gunter believed that the redundancy payments scheme will have a salutary effect. It will make employers more careful in planning their forward recruitment of labour, and create the conditions in which those employers who are now carrying surplus labour can face up to the job of getting their labour requirements on a more realistic basis.

Industrial Fatalities in Canada during First Quarter of 1965

Deaths from industrial accidents in first quarter totalled 268—down 18 from number in same quarter of 1964 but up 93 from total fatalities in the previous three-month period

Up to the end of May, the Department of Labour had received reports on 268* industrial fatalities that occurred in Canada during the first quarter of 1965. During the previous quarter, 361 fatalities were recorded. This is 38 more than the previously published preliminary total of 323 (L.G., April, p. 328).

In the first quarter of last year, 286 fatalities were recorded—46 more than the preliminary figure of 240 (L.G., July 1964, p. 510).

Industrial fatalities in Canada that occurred during the first quarter of 1965 were distributed in the age groups as follows (figures for women in parentheses):

Age Group	Fatalities	Workers Employed (⁰⁰⁰)
15-19	6 (-)	291 (263)
20-24	20 (1)	498 (333)
25-44	137 (-)	2,150 (741)
45-64	84 (1)	1,450 (529)
65+	19 (-)	161 (44)
Total	266 (2)	4,550 (1,910)

In three occupations—transport and communication; miners, quarrymen and related workers; craftsmen, production process and related workers—in which 32 per cent of the workers were employed, 65 per cent of the total fatalities occurred.

During the quarter under review, there were four multi-fatality accidents, each of which brought death to three or more workmen, and together resulted in 53 fatalities. Twenty-six workers died on February 18 near Stewart, B.C., when an avalanche buried them. Fifteen crew members and a scientific consultant were killed when an RCAF Argus aircraft crashed on March 23 near San Juan, Puerto Rico. Seven fishermen drowned on March 10 when the seiner *Combat* sank while crossing Hectate Strait between the Queen Charlotte Islands and the mainland of British Columbia. Four miners were drowned on January 22 after a mine shaft explosion at Little Bay, Nfld.

During the quarter, the greatest number of fatalities, 61, occurred in the mines, quarries and oil wells industry. Of the 61 fatalities, 38 were in metal mining, 10 in petroleum and oil wells, 8 in non-metal mining, and 5 in coal mining.

The 47 fatalities recorded in the manufacturing industry were distributed as follows: 8 in non-metallic mineral products; 7 each in food and beverages, and metal fabricating; 5 each in wood products and primary metal products; 3 each in chemical products and miscellaneous products; 2 each in paper products, machinery, and electrical products; 1 each in clothing products, transportation equipment and petroleum and coal products.

* See Tables H-1 and H-2 at back of this issue.

Of the 43 fatalities that occurred in transportation, communication and other utilities industries, 12 were in local and highway transportation; 9 each in railway transportation, and electric power, gas and water utilities; 5 in communication; 3 each in air transportation and water transportation; and 2 in storage.

In the construction industry, 14 of the 33 fatalities were in buildings, 11 in other construction, and 8 in highways. In the forestry industry, 25 fatalities were recorded.

The remaining 59 fatalities that occurred during the quarter were distributed as follows: 24 in public administration and defence; 14 in fishing and trapping; 9 in trade; 6 in community, business and personal service; 4 in agriculture; and 2 in finance, insurance and real estate.

Analysis by Cause

An analysis of the 268 fatalities during the first quarter of 1965 shows that 82 (30 per cent) were in the accident-type group of "being struck by different objects." Of these, 72 were in the category of such objects as falling trees and limbs, and landslides or cave-ins; 6 were caused by moving vehicles, and 4 were the result of being struck by tools, machinery and cranes.

Collisions, derailments and wrecks caused 54 fatalities. Automobiles and trucks were involved in 28 accidents, aircraft in 20, railway trains in 5, and water craft in 1.

Of the 46 fatalities resulting from "falls and slips," all but five were falls from different levels, such as buildings, roofs, trees, scaffolds and bridges, into harbours, rivers, lakes, seas, shafts and excavations.

Twenty-five fatalities were caused by inhalations, contact, absorptions, ingestions and industrial diseases.

Of the remaining 61 fatalities, 20 each were the result of conflagrations, temperature extremes and explosions, or were in the category of being caught in, on or between. Most of them involved tractors, loadmobiles,

(Continued on page 664)

The fatalities covered in this review are those that involved persons gainfully employed and that occurred during the course of, or arose out of their employment, including deaths resulting from industrial diseases.

Statistics on industrial fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occur during the period under review is usually greater than indicated in the article and tables. However, fatalities that were not reported in time for inclusion are recorded in supplementary lists and the statistics revised accordingly in the next annual review.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force</i> ^(a)(000)	June 19	7,306	+2.6	+3.6
Employed.....(000)	June 19	7,049	+2.8	+4.1
Agriculture.....(000)	June 19	649	-0.9	-4.4
Non-agriculture.....(000)	June 19	6,400	+3.2	+5.0
Paid workers.....(000)	June 19	5,910	+3.3	+5.8
At work 35 hours or more.....(000)	June 19	5,955	+2.7	+3.4
At work less than 35 hours.....(000)	June 19	587	-1.0	+9.1
Employed but not at work.....(000)	June 19	218	+24.6	+2.8
Unemployed.....(000)	June 19	257	-3.0	-8.9
Atlantic.....(000)	June 19	31	-31.1	+3.3
Quebec.....(000)	June 19	100	-4.8	-5.7
Ontario.....(000)	June 19	74	+25.4	-15.9
Prairie.....(000)	June 19	23	-23.3	-8.0
Pacific.....(000)	June 19	29	+11.5	-12.1
Without work and seeking work.....(000)	June 19	241	-3.6	-10.4
On temporary layoff up to 30 days.....(000)	June 19	16	+6.7	+23.1
<i>Industrial employment (1949=100)</i>	April	131.8	+0.7	+5.8
Manufacturing employment (1949=100).....	April	124.4	+0.1	+4.9
<i>Immigration</i>	1st Qtr. 1965	22,279	—	+27.0
Destined to the labour force.....	1st Qtr. 1965	11,297	—	+27.6
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	June	109	+94.6	+65.2
No. of workers involved.....	June	43,310	+154.5	+185.9
Duration in man-days.....	June	275,530	+77.2	+40.8
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	April	\$90.53	+0.3	+4.9
Average hourly earnings (mfg.).....	April	\$2.12	+0.5	+5.5
Average hours worked per week (mfg.).....	April	41.1	-0.5	0.0
Average weekly wages (mfg.).....	April	\$86.98	-0.1	+5.1
Consumer price index (1949=100).....	June	139.0	+0.7	+0.9
Index numbers of weekly wages in 1949 dollars (1949=100).....	April	151.1	-0.3	+2.8
Total labour income.....\$000,000.	April	2,068	+1.6	+10.6
<i>Industrial Production</i>				
Total (average 1949=100).....	May	228.8	+2.1	+7.5
Manufacturing.....	May	204.4	+3.5	+7.6
Durables.....	May	219.0	+3.7	+9.2
Non-durables.....	May	192.0	+3.3	+6.0
<i>New Residential Construction</i> ^(b)				
Starts.....	June	15,984	+17	+26
Completions.....	June	8,021	-7.6	+7.7
Under construction.....	June	80,436	+10.8	+19.3

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

Employment and Unemployment, June

Employment increased seasonally by an estimated 191,000 to 7,049,000 between May and June.

Unemployment, estimated at 257,000 in June, showed little change from the May estimate of 265,000. In previous years, unemployment has usually registered a sizable decline during this period.

The unemployment rate in June represented 3.5 per cent of the labour force, compared with 4.0 per cent in June 1964 and 4.5 per cent in June 1963. In May this year the rate was 3.7 per cent of the labour force.

Seasonally adjusted, the June 1965 unemployment rate was 4.5 per cent.

Between May and June, the labour force increased by 183,000, an above-average increase for the month. As in the previous three years, there was a heavy influx of teen-agers into the labour market: an estimated 118,000 teen-agers entered the labour force during the month. Some 79,000 persons in this age group found jobs, but 39,000 were unable to obtain immediate employment, thereby slowing down the decline in total unemployment.

Employment in June was 276,000 higher and unemployment 25,000 lower than a year earlier. The labour force, at 7,306,000, was 251,000, or 3.6 per cent higher than in June 1964.

Employment

Farm employment remained virtually unchanged between May and June. In non-farm industries, seasonal employment gains were fairly general. The construction industry was especially active during the month.

Employment of persons 20 years of age and over increased by 112,000 between May

and June, a normal increase for this age group. The employment advance of 79,000 among teen-agers was in line with the experience of the past three years.

Prior to 1962, the May-June influx of students into the labour market had been relatively small and the increases in employment in this age group similarly had been small.

Total employment in June was substantially higher than a year ago. At 7,049,000, the June estimate represented an advance of 276,000, or 4.1 per cent, from June 1964. The largest part of the advance was in service, trade and construction. All regions contributed to the increase.

Unemployment

The decline in unemployment between May and June was less than usual, reflecting in part the large influx of students into the labour market. Unemployment among persons 14 to 19 years of age increased by 39,000 during the month. Among those 20 years of age and over, unemployment declined by 47,000, which decline is about normal for this time of year.

Compared with a year earlier, unemployment was down 25,000. In recent years, teen-agers have been accounting for an increasing portion of the unemployment total. In June 1965, persons in this age group accounted for 39 per cent of the total compared with 21 per cent in June 1961.

Of the 257,000 unemployed in June, 191,000 had been unemployed for three months or less. The remaining 66,000, or 26 per cent of the total, had been seeking work for four months or more. This group accounted for a smaller proportion of the total than a year earlier.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	June 1965	June 1964	June 1965	June 1964	June 1965	June 1964	June 1965	June 1964
Metropolitan.....	—	1	4	7	8	4	—	—
Major Industrial.....	1	2	18	20	7	4	—	—
Major Agricultural.....	—	—	2	3	12	11	—	—
Minor.....	—	—	26	30	31	27	1	—
Total.....	1	3	50	60	58	46	1	—

Note: Before Grande Prairie was added in January 1965, 109 areas were surveyed.

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

CLASSIFICATION OF LABOUR MARKET AREAS—JUNE

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Quebec-Levis → ST. JOHN'S Vancouver- New Westminster- Mission City WINDSOR	Calgary Edmonton → HALIFAX Hamilton Montreal Ottawa-Hull Toronto → WINNIPEG	
MAJOR INDUSTRIAL AREAS (labour force 25,000- 75,000; 60 per cent or more in non- agricultural activity)	Lac St. Jean	BRANTFORD → CORNER BROOK Cornwall Fort William-Port Arthur Granby-Farnham- Cowansville Joliette New Glasgow NIAGARA PENINSULA OSHAWA Peterborough → ROUYN-VAL d'OR Saint John SARNIA → SHAWINIGAN Sherbrooke Sydney-Sydney Mines Timmins-New Liskeard- Kirkland Lake Trois Rivières	← Guelph Kingston Kitchener London → MONCTON Sudbury Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000- 75,000; 40 per cent or more in agriculture)		→ RIVIERE DU LOUP → THETFORD-LAC MEGANTIC-ST. GEORGES	Barrie Brandon → CHARLOTTETOWN Chatham → LETHBRIDGE Moose Jaw → NORTH BATTLEFORD → PRINCE ALBERT Red Deer Regina Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 to 25,000)		Bathurst BEAUHARNOIS Belleville-Trenton Campbellton CHILLIWACK → DAWSON CREEK Drummondville → GASPE Grande Prairie Kamloops Newcastle → OKANAGAN VALLEY OWEN SOUND Portage la Prairie Prince George-Quesnel Prince Rupert → QUEBEC NORTH SHORE → RIMOUSKI Sault Ste. Marie Ste. Agathe-St. Jerome St. Jean St. Stephen Sorel Summerside Valleyfield Victoriaville	← Bracebridge Brampton → BRIDGEWATER Central Vancouver Island Cranbrook → DAUPHIN Drumheller → EDMUNDSTON Fredericton Galt Goderich → GRAND FALLS → KENTVILLE Lachute-St. Therese Lindsay Medicine Hat → MONTMAGNY North Bay Pembroke St. Hyacinthe St. Thomas Simcoe STRATFORD Swift Current Trail-Nelson → TRURO Walkerton Weyburn Woodstock, N.B. Woodstock-Tillsonburg → YARMOUTH	Listowel

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 590, June issue.

21 Years of Service to Britain's Disabled

Britain has organized series of functions to mark the 21st anniversary of enactment of Disabled Persons (Employment) Act, 1944, under which hundreds of thousands have benefited

In the 21 years since the passing of the Disabled Persons (Employment) Act, 1944, many hundreds of thousands of handicapped men and women in Great Britain have benefited from the disablement resettlement services provided by the Ministry of Labour.

The first of a series of commemorative functions throughout the country marking the coming of age of this major piece of social legislation, organized by Disablement Advisory Committees, took place at the Industrial Rehabilitation Unit and Government Training Centre at Waddon (Croydon). Ray Gunter, Minister of Labour, was special speaker.

Mr. Gunter said that the provisions of the 1944 Act were founded on the belief that if care were taken in assessing what individuals could do and in selecting employment, and if special aids were provided whenever necessary, the great majority of disabled people could take their place in industry on equal terms with the able-bodied, and many of the remainder could do useful work under sheltered conditions.

Reviewing progress, the Minister recalled that in 1944 there was only one industrial rehabilitation unit in the whole country. Now there are 17 units in different parts of the country, and just under 134,000 persons have completed the courses provided.

The Industrial Rehabilitation Unit at Waddon had not opened until 1954 but since then, 5,500 persons had been through it and many had gone on to the Government Training Centre next door, which, since it first opened in 1931, had been training disabled men and women as well as the abled-bodied for employment in a variety of skilled trades. Since the passing of the Act, well over two million jobs have been found for disabled people in open industry through the agency of the Ministry.

Remploy Services—For the more severely disabled who needed some form of sheltered employment, the first Remploy factory was set up in 1946. Today, there are 88 factories, and Remploy has a turn-over of nearly £7,000,000. Altogether over the ten years, more than 21,000 severely disabled persons have been employed in them. At present, there are nearly 7,000—the highest figure in the company's history.

In addition, many men and women are employed in sheltered workshops provided by

voluntary organizations and local authorities with financial help from the Ministry.

Placement Services—The Minister spoke highly of the special placement service provided at every employment exchange in the country, through the Disablement Resettlement Officer (DRO).

Describing the place of the Industrial Rehabilitation Unit in preparing people for working full-time under industrial conditions, after long absences from work through injury or illness, the Minister observed that rehabilitation—and resettlement generally—was much more effective where there was close co-operation with the hospitals and other medical services so that the Ministry services could follow on as soon as possible after medical treatment had ended.

Training Methods—The Minister outlined several ways in which training could be arranged: in a government training centre, at technical or commercial colleges, or with an employer. A more severely disabled person could be trained at a residential training college run by voluntary organizations with the Ministry's financial support.

Co-operation of Employers—The Minister said he was very conscious that much of the success achieved by his department's resettlement services was due to the sympathy and co-operation of employers. "Without their support and goodwill and their willingness to give disabled people a chance, many fewer would have been able to prove they can make an effective contribution to the economic life of the country and in so doing live independent lives.

"I should, however, like to take this opportunity of appealing to all employers to make a special effort to employ more disabled persons this year, and to suggest that those smaller employers, who have not previously employed disabled persons, consider afresh whether they could not do so now."

Sheltered Employment Aids Industrialists—The Minister said that one of the biggest contributions to Remploy's success in recent years had been the sponsorship of industrialists. Under this plan, the sponsoring firm provides the work load, the plant and equipment, the materials and the know-how; Remploy provides the production space, the labour force, technical supervision and management, all services and inspection and control facilities.

Re-designing Jobs for Older Workers

"Job re-design for older workers" has two interpretations: modify jobs on which older workers appear to have difficulty or design jobs from outset to avoid difficulty as worker ages

One of the technical papers delivered at the International Management Seminar on Job Re-design and Occupational Training in London, England, in October 1964 was by K. F. H. Murrell of the Welsh College of Advanced Technology. The seminar was sponsored by the Organisation for Economic Co-operation and Development (OECD).

In his paper, "Re-designing Jobs for Older Workers," Mr. Murrell explained that there were two alternative interpretations of the phrase 'job re-design for older workers'. One could be the modification of jobs on which older workers appeared to be having difficulty, so as to reduce those difficulties. An alternative interpretation would be the design of jobs from the outset so that workers as they became older did not experience difficulty.

Job design should always follow good ergonomic principles and this in itself might very well enable men to continue to carry on their jobs without difficulty longer than they might otherwise do, Mr. Murrell said. Many of the features resulting from good ergonomic design will not by any means be specific to older workers, however. They will benefit the young equally, so that if there is already a differential between older and younger people, this is likely to be maintained or even increased on the re-designed jobs.

The report describes an experiment on a component of the job of drilling, the aiming of the drill at a mark. The experiment showed that there was no difference between older and younger men regularly employed as drillers. But when men unaccustomed to handling a drill were tested, the older were worse than the young. If only the results from the inexperienced subjects had been taken into account, an impairment in whatever faculties are employed in drill-aiming might have been predicted and it would have been completely wrong.

Mr. Murrell suggested that the maintenance of unimpaired faculties could be one important determinant of what is called 'experience'. He pointed out that experience has been suggested as the factor that compensates

for age but, as with many terms of this kind, it is not easy to define clearly exactly what it is. In addition, it would seem that the 'experienced' man has been able to learn probabilities associated with his task so that he can carry it out with a minimum of decisions and this 'experience' enables him to continue doing the job with which he is familiar until quite an advanced age.

Mr. Murrell's paper stressed the importance of retraining in ameliorating the effect of changes of job. He stated that job re-design should not proceed without retraining. He suggested that pushing ahead with alterations and leaving the operator to get on as best he could was asking for trouble. It was his opinion that changes should be made in the light of knowledge of those changes which can be made tolerable by a carefully planned program of retraining.

The paper deals in some detail with factors that militate against older workers, but explains that if the knowledge of such factors is applied to job design, the results can only be validated by long-term studies to show whether the survival rate on the jobs has been increased.

Experiments are described that provided useful knowledge about the effects of aging on workers. Organizational and environmental factors are discussed, such as pacing, experience, shift work and the "natural selection" process.

The report draws attention to the difficulty of obtaining evidence of the effects of age on continued profitable employment because of the process of natural selection, which leaves available for study only those whose performance has shown little deterioration. The generally accepted cause of this was believed to be increasing ability to cope with a familiar job. It points out that making changes in jobs, even with the best of intentions, could cause more difficulties than they cure, if not carefully done.

Copies of Mr. Murrell's report are available free from the Division on Older Workers, Civilian Rehabilitation, Department of Labour, Ottawa.

DON'T JUDGE A MAN'S WORTH BY HIS DATE OF BIRTH

Quo Vadis School of Nursing

Experience with first applicants indicates pressing need to develop more accurate means of testing academic and emotional development in prospective candidates applying for admission

The Quo Vadis School of Nursing in Toronto differs from traditional schools of nursing in Canada, in that its student body consists of women from 30 to 50 years of age. The first class of 32 women began a two-year course of studies in September 1964. Once graduated, they will be eligible to write the regular examination set by the Ontario College of Nurses, and may subsequently practise as professional registered nurses.

The idea for such a school grew out of intensive study of nursing education by members of the Catholic Hospital Conference of Ontario during 1962-63. Announcement of its proposed establishment elicited inquiries from 616 women.

A program was set up to review qualifications and to examine and select candidates for the first class, which was limited to 35 students. A fee of \$10, not refundable, was required from each candidate in order to attract only those with sincere intentions. Final selection, under the supervision of a psychologist, consisted of four written tests followed by personal interviews with the psychologist and the school's director and counsellor. Ultimately students were chosen on the basis of test results and personal interviews.

A progress report, dated February 1965, covers the research and counselling aspects of the school and includes a detailed statistical breakdown of the results of this selection procedure.

Out of the 77 applicants who had registered and paid their fee, 45 were found to be unacceptable for various reasons. In many instances prospective students were unable to meet the formal requirements of the College of Nurses of Ontario, the most frequent lack being high school courses in physics and chemistry or suitable options. This drawback accounted for 29 per cent of the rejects.

Quo Vadis officials think that the majority of applicants who were unable to meet the academic requirements of the College of Nurses were capable of undertaking the school course. In contrast, seven applicants who met the academic requirements lacked emotional stability. This evidence revealed the inappropriateness of applying current testing criteria to mature applicants.

Detailed data on the candidates were recorded in a systematic manner, and a staff member of the University of Toronto acted

as consultant in the assembly and analysis of this information.

Basic assumptions about adult students, plus assumptions explored in the curriculum-planning seminar held before the beginning of classes, led to the establishment of the School in the first place, and formed the framework of its program.

Because of the family responsibilities of married students, and of students who are living at home rather than in residence, as is the case in most of the regular diploma schools, it became obvious that the Quo Vadis program should allow for maximum flexibility in hours for classes and in the distribution of practical assignments.

At the outset the planning committee realized the importance of setting aside sufficient time for individual counselling and group discussion in order to accomplish four objectives:

- help students to overcome discouragement;
- determine what outside pressures may be causing tensions and impeding the progress of the student;
- consider fixed opinions and attitudes;
- share with students the goals of the program.

Although each student was assigned a staff member as adviser and was interviewed once a month for the first four months of the program, the consensus was that sufficient time had not been given to counselling and that trainees wanted and needed more individual help with classroom work, clinical practice and personal problems. Many practical difficulties stand in the way of improvement along these lines, but it is the intention of the faculty to overcome them.

Characteristics peculiar to adult students—such as a tendency to ask more questions during lectures, and to relate personal experiences while subject matter is being taught—presented serious threats to the schedule for prescribed lectures, and posed the question of a possibly lightened work-load.

The School has concluded that classroom techniques must leave room for students to trade experiences about life and for useful contributions from students with nursing experience. Allowances will have to be made for students who may have forgotten how to go to school, and consideration should be given to more refresher courses.

COLLECTIVE BARGAINING REVIEW

Collective Bargaining Scene

Agreements covering 500 or more employees,
excluding those in the construction industry

Part I—Agreements Expiring During July, August and September

(except those under negotiation in June)

Company and Location	Union
Air Canada, system-wide	Air Line Pilots (Ind.)
Copper Rand Chibougamau Mines, Chibougamau, Que.	Steelworkers (AFL-CIO/CLC)
Dominion Glass, Montreal, Que.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Wabana Mines), Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que.	Retail Clerks (AFL-CIO/CLC)
Domtar Newsprint (Woodlands Div.), Riviere Jacques Cartier, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Edmonton City, Alta.	IBEW (AFL-CIO/CLC)
Fraser Companies, Atholville, Edmundston & Newcastle, N.B.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Hotels & Taverns (various), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Kingsway Transport, Smith Transport & others, Montreal & other centres, Que.	Teamsters (Ind.)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (drivers)
Noranda Mines, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (classified services)
Saskatchewan Government Telephones	Communications Wkrs. (AFL-CIO/CLC)
Winnipeg Metro., Man.	Public Empl. (CLC)

Part II—Negotiations in Progress During June

(except those concluded in June)

Bargaining

Company and Location	Union
Anglo-Nfld. Development, Grand Falls, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Assn. Patronale des Services Hospitaliers (5 hospitals), Arthabaska, Drummondville & Nicolet, Que.	Service Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.	Steelworkers (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Bowaters Mersey Paper, Anglo-Cdn. Pulp & Paper, Domtar Newsprint & James MacLaren Co., N.S. & Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
B.C. Hydro & Power Authority	IBEW (AFL-CIO/CLC)
Building maintenance & window cleaning contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Calgary Power Empl. Assn. (Ind.)
Canada & Dominion Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
CNR, North Sydney, N.S.	ILA (AFL-CIO/CLC)
CPA, system-wide	Machinists (AFL-CIO/CLC)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) maintenance empl.)

This review is prepared by the Collective Bargaining Section, Labour-Management Division of the Economics and Research Branch.

Company and Location	Union
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (office empl.)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Shawinigan, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consumers' Gas Co., Toronto & other centres, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
David & Frère, Montreal, Que.	Commerce & Office Empl. (CNTU)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Dominion Steel & Coal Corp., Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Domtar Newsprint & Domtar Construction Materials, Donnacona, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Donohue Brothers Limited, Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Duplate Canada Ltd., Oshawa, Ont.	Auto Wkrs. (AFL-CIO/CLC)
E.S. & A. Robinson (Can.), Leaside, Ont.	Printing Pressmen (AFL-CIO/CLC)
Edmonton City, Alta.	Fire Fighters (AFL-CIO/CLC)
Employing Printers' Assn. of Montreal, Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn. of Montreal, Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Fur Trade Assn. of Canada, Montreal, Que., Toronto, Ont. & Winnipeg, Man.	Butcher Workmen (AFL-CIO/CLC)
B.F. Goodrich, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hollinger Consolidated Gold Mines, Timmins, Ont.	Steelworkers (AFL-CIO/CLC)
Hospitals (9), Hull, Buckingham & other centres, Que.	Service Empl. Federation (CNTU)
Hotel Chateau Frontenac (CPR), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Imperial Tobacco & subsids., Ont. & Que.	Tobacco Wkrs. (AFL-CIO/CLC)
International Harvester Co. of Canada, Chatham, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Manitoba Telephone System	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Men's Clothing Mfrs. Assn. of Ontario, Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
Northern Electric, Belleville, Ont.	Northern Electric Empl. Assn. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	Bush Wkrs., Farmers' Union (Ind.)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Papers Wkrs. Federation (CNTU)
Quebec Hydro-Electric Commission, Montreal & other centres	Quebec Hydro-Electric Commission Office Empl. Syndicate (Ind.)
Quebec Iron & Titanium, Sorel, Que.	Metal Trades Federation (CNTU)
Saskatchewan Power Corp.	Oil Wkrs. (AFL-CIO/CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Empl. (CLC)
Saskatoon City, Sask.	Public Empl. (CLC) (inside & outside empl.)
Shell Oil, Montreal, Que.	Shell Empl. Council (Ind.)
University of Saskatchewan, Saskatoon, Sask.	CLC-chartered local
Winnipeg City, Man.	Public Empl. (CLC)

Conciliation Officer

Abitibi Power & Paper & subsids., Que., Ont., Man.	Papermakers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Cdn. International Paper & New Brunswick International Paper, N.B. & Que.	Papermakers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), International Operating Engineers (AFL-CIO), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & Plumbers (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.	Marconi Empl. Council (Ind.)
Chrysler Canada Ltd., Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC) (office empl.)
Consolidated Paper, Nicauba, Que.	Bush Wkrs., Farmers' Union (Ind.)
Consolidated Paper, Trenche Dist., Que.	Bush Wkrs., Farmers' Union (Ind.)
DeHavilland Aircraft, Malton & Toronto, Ont....	Auto Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Domtar Newsprint, Red Rock, Ont.	Papermakers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
E.B. Eddy, Hull, Que.	Papermakers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Eldorado Mining & Refining, Eldorado, Sask.	Mine, Mill & Smelter Wkrs. (Ind.)
Fisheries Assn. of B.C.	United Fishermen (Ind.) (canning & cold storage empl.)
Fisheries Assn. of B.C.	United Fishermen (Ind.) (tendermen)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Hamilton City, Ont.	Public Empl. (CLC) (inside empl.)
Hamilton City, Ont.	Public Empl. (CLC) (outside empl.)
H.J. Heinz Co. of Canada, Leamington, Ont.	Packaginghouse Wkrs. (AFL-CIO/CLC)
Hudson Bay Mining & Smelting, Flin Flon, Man.	CLC-chartered local, Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Boilermakers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), Painters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
KVP Company, Espanola, Ont.	Papermakers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Manitoba Hydro	IBEW (AFL-CIO/CLC)
Molson's Brewery Quebec Ltd., Montreal, Que. ..	Molson's Empl. Assn. (Ind.)
New Brunswick Power Commission, province-wide	IBEW (AFL-CIO/CLC)
Northern Electric, Montreal, Que.	Northern Electric Empl. Assn. (Ind.) (Unit #1)
Northern Electric, Montreal, Que.	Northern Electric Office Empl. Assn. (Ind.)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Papermakers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Silverwood Dairies, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Spruce Falls Power & Paper & Kimberly-Clark of Canada, Kapuskasing, Ont.	Papermakers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)

Cconciliation Board

Atomic Energy of Canada, Chalk River & Deep River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
Brewers Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
Cdn. Cannery, Vancouver & Penticton, B.C.	Packaginghouse Wkrs. (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Papermakers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Rio Algom Mines (Nordic Mine), Algoma Mills, Ont.	Steelworkers (AFL-CIO/CLC)
Union Carbide (Metals & Carbon Div.), Welland, Ont.	UE (Ind.)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)

Post-Conciliation Bargaining

American Motors Canada Ltd., Brampton, Ont.	Auto Wkrs. (AFL-CIO/CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
Phillips Cables Ltd., Brockville, Ont.	IUE (AFL-CIO/CLC)

Arbitration

Toronto Electric Commissioners, Toronto, Ont.	Public Empl. (CLC)
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Work Stoppage

Anaconda American Brass, New Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Johns-Manville, Port Union, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
National Harbours Board, Montreal, Que.	CNTU-chartered local

Company and Location	Union
Ontario Paper, Thorold, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), ILA (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Quebec North Shore Paper & Manicouagan Power Co., Baie Comeau, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)

Part III—Settlements Reached During June

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

Assn. des Marchands Détaillants (Produits Alimentaires), Quebec, Que.—Commerce & Office Empl. (CNTU): 2-yr. agreement covering 1,600 empl.—wage increase of \$5 a wk. eff. Aug. 1965; provision for wage reopener Feb. 28, 1966; agreement to expire Feb. 28, 1967.

Assn. Patronale du Commerce, Quebec, Que.—Commerce & Office Empl. (CNTU): 3-yr. agreement covering 600 empl.—wage increases of \$6 a wk. retroactive to Jan. 1, 1965, \$5 a wk. eff. Jan. 1, 1966 and \$6 a wk. eff. Jan. 1, 1967 for drivers; wage increases of \$5 a wk. retroactive to Jan. 1, 1965, \$4 a wk. eff. Jan. 1, 1966 and \$6 a wk. eff. Jan. 1, 1967 for other empl.; work wk. reduced to 41½ hrs. (formerly 42½ hrs.) for day wkrs. eff. June 1965 and to 40 hrs. eff. Jan. 1, 1966; 11½ paid holidays (formerly 10); 2 wks. vacation with 3 wks. pay for empl. with 15 yrs. of service; employer to pay 50% of premiums for life, medical and hospital insurance; agreement to expire Dec. 31, 1967.

Asbestos Corp. & Flintkote Mines, Thetford Mines, Que.—Mining Empl. Federation (CNTU): 3-yr. agreement covering 1,630 empl.—wage increases of 4¢ to 8¢ an hr. retroactive to Jan. 1965, 4¢ to 8¢ an hr. eff. Jan. 1966 and 5¢ to 10¢ an hr. eff. Jan. 1967; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.) and new provision for 5 wks. vacation after 25 yrs. of service; employer to pay 70% (formerly 65%) of sickness and accident insurance premiums; weekly indemnity increased to \$50 (formerly \$40); rate for labourer becomes \$2.22 an hr. Jan. 1967; agreement to expire Dec. 31, 1967.

Associated Fur Industries, Toronto, Ont.—Butcher Workmen (AFL-CIO/CLC): 3-yr. agreement covering 800 empl.—wage increases of \$6 a wk. retroactive to May 2, 1965, \$4 a wk. eff. May 1, 1966 and \$2 a wk. eff. May 1, 1967; work wk. to be 35 hrs. eff. May 1967 (at present 36 hrs.); pension benefits to be \$50 a mo.; fund for sick benefits to be 3% (formerly 2%) of total payroll; rate for lining makers becomes \$74 a wk. May 1, 1967; agreement to expire April 30, 1968.

B.C. Hydro & Power Authority—Office Empl. (AFL-CIO/CLC): 27-mo. agreement covering 1,800 empl.—wage increases of 5% retroactive to Jan. 1, 1965 and 5% eff. Jan. 1, 1966; 4 wks. vacation after 17 yrs. of service (formerly after 20 yrs.); agreement to expire March 31, 1967.

British Columbia Forest Products, Crofton, Celgar Ltd., Watson Island & Rayonier Canada (B.C.) Ltd., Woodfibre, B.C.—Pulp & Paper Wkrs. of Canada (Ind.): 1-yr. agreement covering 1,400 empl.—general wage increase of 15¢ an hr. eff. July 1, 1965; in addition to 6 statutory holidays and 3 floating holidays, 1 additional floating holiday to be granted after 5 yrs. of service and 2 additional floating holidays to be granted after 10 yrs. of service; new pension arrangement, superseding existing pension plan, to provide benefits at normal retirement at least equal to benefits under existing plan and not less than benefits under Canada Pension Plan; pension to be ¾% per calendar yr. of participation on earnings below Canada Pension Plan maximum and 1½% per calendar yr. on earnings above Canada Pension Plan maximum; empl. contributions toward new pension arrangement to be 2% of annual earnings up to maximum pensionable earnings of Canada Pension Plan and 4% of annual earnings in excess of maximum pensionable earnings under Canada Pension Plan; northern differential for empl. at Watson Island increased by 3½¢ an hr.; ferry transportation charges for empl. at Woodfibre reduced by 40%; rate for labourer becomes \$2.44 an hr.; agreement to expire June 30, 1966.

Canada Cement, N.B., Que., Ont., Man. & Alta.—Cement Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 1,290 empl.—general wage increases of 8¢ an hr. eff. July 1, 1965 and 8¢ an hr. eff. July 1, 1966; increment between job classes to be increased by 1¢ eff. July 1, 1965 and 1¢ eff. July 1, 1966; 10 paid holidays (formerly 9); pay for scheduled work on holidays to be 2½ times regular rate and for non-scheduled work 3 times regular rate; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.), 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.) and new provision for 5 wks. vacation after 25 yrs. of service; new provision for jury duty supplement; employer and empl. contributions toward group life insurance, sickness and disability plan to be 9¢ an hr. and 3¢ an hr. respectively eff. July 1, 1965 (formerly 8¢ and 4¢ an hr.) and 10¢ an hr. and 2¢ an hr. respectively eff. July 1, 1966; agreement to expire July 1, 1967.

Domtar Pulp & Paper (Howard Smith Paper Div.), Cornwall, Ont.—Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 1,340 empl.—wage increases of 11¢ an hr. retroactive to May 1, 1965 and 10¢ an hr. eff. May 1, 1966; evening and night shift premiums become 9¢ an hr. and 15¢ an hr. respectively eff. May 1, 1965 (formerly 8¢ and 13¢ an hr.) and 10¢ an hr. and 17¢ an hr. eff. May 1, 1966; new provision for 5 wks. vacation after 30 yrs. of service eff. May 1, 1965; rate for labourer becomes \$2.28 an hr. May 1, 1966; agreement to expire April 30, 1967.

Dunlop Canada Limited, Toronto, Ont.—Rubber Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—wage increases of 14¢ an hr. retroactive to May 1, 1965, 7¢ an hr. eff. May 1, 1966 and 7¢ an hr. eff. May 1, 1967 for hourly rated empl.; wage increases of 22¢ an hr. retroactive to May 1, 1965, 7¢ an hr. eff. May 1, 1966 and 7¢ an hr. eff. May 1, 1967 for maintenance empl.; wage increases averaging 10¢ an hr. retroactive to May 1, 1965, 7¢ an hr. eff.

May 1, 1966 and 7¢ an hr. eff. May 1, 1967 for incentive wkrs.; 10 paid holidays (formerly 9); 2 wks. vacation after 1 yr. of service, 3 wks. vacation after 5 yrs. of service, 4 wks. vacation after 15 yrs. of service and 5 wks. vacation after 25 yrs. of service; rate for sweeper becomes \$2.29 an hr. May 1, 1967; agreement to expire April 30, 1968.

Edmonton Public School Board, Edmonton, Alta.—Public Empl. (CLC) (caretakers): 1-yr. agreement covering 550 empl.—wage increases of 5¢ an hr. for male junior caretakers, 7½¢ an hr. for male senior caretakers and of 2½¢ to 4¢ an hr. for women assistants; rate for male junior caretakers becomes \$3,550 a yr.; agreement to expire June 30, 1966.

Fairey Aviation Co. of Canada, Eastern Passage, N.S.—Machinists (AFL-CIO/CLC): 2-yr. agreement covering 940 empl.—wage increases of 8¢ to 15¢ an hr. retroactive to April 1, 1965 and 5¢ an hr. eff. April 1, 1966; 9 paid holidays (formerly 8); 2 wks. vacation (after 2 yrs. of service) to be extended by 1 to 5 days for empl. with 10 to 14 yrs. of service; employer to pay 35% of empl. contribution toward Canada Pension Plan; rate for labourer becomes \$1.84 an hr. April 1, 1966; agreement to expire March 31, 1967.

Fraser Valley Milk Producers' Assn. & other dairies, Vancouver & New Westminster, B.C.—Teamsters (Ind.): 3-yr. agreement covering 800 empl.—wage increases of 20¢ an hr. retroactive to April 1, 1965, 20¢ an hr. eff. April 1, 1966 and 20¢ an hr. eff. April 1, 1967 for dairy wkrs; wage increases of 10¢ an hr. retroactive to April 1, 1965, 10¢ an hr. eff. April 1, 1966 and 5¢ an hr. eff. April 1, 1967 for coffee shop and ice cream girls; 3 wks. vacation after 5 yrs. of service in 1966 (at present after 8 yrs.); rate for dairy worker becomes \$2.86 an hr. April 1, 1967; agreement to expire March 31, 1968.

Hawker Siddoley (Cdn. Car Div.), Fort William, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 800 empl.—wage increases of 10¢ an hr. in first yr., 4¢ an hr. in second yr. and 5¢ an hr. in third yr. of agreement for production empl.; wage increases of 13¢ an hr. in first yr., 6¢ an hr. in second yr. and 6¢ an hr. in third yr. of agreement for skilled trades; 3 wks. vacation after 12 yrs. of service eff. April 1966; employer to pay 75% of premiums toward hospital, medical and life insurance eff. April 1, 1966 (at present 70%); pension benefits to be \$2.25 a mo. per yr. of service (formerly \$2); agreement to expire March 31, 1968.

Hayes Steel Products, St. Catharines & Thorold, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—wage increases of 10¢ an hr. eff. June 12, 1965, 6¢ an hr. eff. June 1, 1966 and 6¢ an hr. eff. June 1, 1967 for unskilled empl.; wage increases of 13¢ an hr. eff. June 12, 1965, 6¢ an hr. eff. June 1, 1966 and 6¢ an hr. eff. June 1, 1967 for skilled trades; wage increases of 5¢ an hr. eff. June 12, 1965, 5¢ an hr. eff. June 1, 1966 and 6¢ an hr. eff. June 1, 1967 for incentive wkrs.; evening and night shift premiums increased to 12¢ an hr. and 15¢ an hr. respectively (formerly 9¢ and 12¢); 10 paid holidays (formerly equivalent of 8 days time off); 2 wks. vacation after 3 yrs. of service (formerly after 5 yrs.), 2½ wks. vacation after 7 yrs. of service (formerly after 10 yrs.), 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.), 3½ wks. vacation after 15 yrs. of service and 4 wks. vacation after 20 yrs. of service; basic pension benefit to be \$4.25 a mo. per yr. of service (formerly \$2.80); life insurance to be \$5,000 (formerly \$3,000); weekly indemnity increased to \$60 (formerly \$40); benefits under SUB plan to be \$45 a wk. plus \$1.50 per dependant up to 4 dependants; Blue Cross Drug Prescription Plan, company paid, adopted; new provision for 3 days bereavement leave; new provision for jury duty supplement; rate for sweeper becomes \$2.34 an hr. June 1, 1967; agreement to expire May 31, 1968.

Hiram Walker & Sons, Walkerville, Ont.—Distillery Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—general wage increases of 10¢ an hr. retroactive to Jan. 1, 1965, 10¢ an hr. eff. Jan. 1, 1966 and 10¢ an hr. eff. Jan. 1, 1967; additional wage increase of 7¢ an hr. for skilled trades retroactive to Jan. 1, 1965; 10 paid holidays (formerly 8½); 1 wk. vacation after 1 yr. of service, 2 wks. vacation after 2 yrs. of service, 3 wks. vacation after 8 yrs. of service (formerly after 10 yrs.), 4 wks. vacation after 15 yrs. of service (formerly after 20 yrs.) and new provision for 5 wks. vacation after 25 yrs. of service; cost of living allowance of 1¢ an hr. for each .6 point change in Consumer Price Index adopted; company-paid hospital and medical insurance to be available to pensioners; rate for labourer becomes \$2.68 an hr. Jan. 1, 1967; agreement to expire Dec. 31, 1967.

International Harvester Co. of Canada, Hamilton, Ont.—Steelworkers (AFL-CIO/CLC): 3-yr. agreement covering 2,500 empl.—general wage increases of 10¢ an hr. in first yr., 6¢ an hr. in second yr. and 8¢ an hr. in third yr. of agreement; increases of ½¢ in increment between labour grades in first and second yrs. of agreement; 9 paid holidays (formerly 8) in 1965 and 10 paid holidays in 1967; 2 wks. vacation after 1 yr. of service (formerly after 3 yrs.), 3 wks. vacation after 5 yrs. of service (formerly after 15 yrs.), 4 wks. vacation after 15 yrs. of service (formerly after 25 yrs.) and new provision for 5 wks. vacation after 25 yrs. of service; evening and night shift premiums to be 12¢ an hr. and 15¢ an hr. respectively (formerly 8¢ and 10¢ an hr.); employer to pay full cost of health plan including Blue Cross Drug Prescription Plan; SUB increased to \$30 a wk. (formerly \$24); new non-contributory pension plan to provide benefits of \$4.25 a mo. per yr. of service; vesting after 10 yrs. of service; rate for labour grade 303 becomes \$2.26½ an hr. in third yr. of agreement; agreement to expire April 21, 1968.

Kellogg Co. of Canada, London, Ont.—Millers (AFL-CIO/CLC): 1-yr. agreement covering 650 empl.—wage increase of 10¢ an hr. retroactive to April 15, 1965; evening and night shift premiums to be 9¢ an hr. and 13¢ an hr. respectively (formerly 8¢ and 12¢ an hr.); 5 wks. vacation in 25th yr. of service (previous maximum was 4 wks. after 20 yrs. of service); employer to pay full premiums for group life insurance and sickness and accident plan (formerly 50%); rates become \$2.08 an hr. for female empl. in plant service and \$2.27 an hr. for male empl. in plant service; agreement to expire April 1966.

London City, Ont.—Public Empl. (CLC) (outside empl.): 2-yr. agreement covering 550 empl.—wage increase of 5% plus 4¢ an hr. retroactive to Jan. 1, 1965, 3% plus 2¢ an hr. eff. Jan. 1, 1966 and 2% eff. July 1, 1966; 11 paid holidays (formerly 10); shift premium to be 13¢ an hr. (formerly 10¢ an hr.); 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); agreement to expire Dec. 31, 1966.

MacDonald Tobacco, Montreal, Que.—Tobacco Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 1,300 empl.—wage increases of 10¢ an hr. retroactive to May 1, 1965, 8¢ an hr. eff. May 1, 1966, 8¢ an hr. eff. May 1, 1967 and 7¢ to 11¢ an hr. eff. Sept. 4, 1967; work wk. to be reduced from 37½ to 36½ hrs. eff. Sept. 4, 1967; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); 5 wks. vacation after 29 yrs. of service in 1965, after 27 yrs. of service in 1966 and after 25 yrs. of service in 1967; weekly sickness and accident benefits, payable up to 26 wks. after 1 yr. of service and up to 52 wks. after 10 yrs. of service, to be \$50 a wk. for female empl. (formerly \$40) and \$65 a wk. for male empl. (formerly \$50); agreement to expire April 30, 1968.

Manitoba Telephone System—IBEW (AFL-CIO/CLC) (electrical craft empl.): 18-mo. agreement covering 1,000 empl.—wage increase of 5% retroactive to April 1, 1965; 4 wks. vacation after 25 yrs. of service (formerly after 30 yrs.); rate for journeyman becomes \$2.77 an hr.; agreement to expire Sept. 30, 1966.

McIntyre Porcupine Mines, Schumacher, Ont.—Steelworkers (AFL-CIO/CLC): 3-yr. agreement agreement covering 900 empl.—wage increases ranging from 2% to 5½% eff. June 1, 1965, and 2% eff. June 1, 1967; work wk. to be reduced from 44 hrs. to 40 hrs. with maintenance of pay eff. June 1, 1966; employer to pay 40% of premiums for life insurance; voluntary revocable check-off introduced; rate for miner becomes \$2.01 an hr. June 1, 1967; agreement to expire May 31, 1968.

Montreal Transportation Commission, Montreal, Que.—Public Service Empl. Federation (CNTU): 3-yr. agreement covering 4,050 empl.—wage increases of 30¢ an hr. retroactive to July 12, 1964, 15¢ an hr. eff. July 12, 1965, 15¢ an hr. eff. July 12, 1966 and 5¢ an hr. eff. July 11, 1967 for bus drivers; wage increases of 30¢ an hr. retroactive to July 12, 1964, 10¢ an hr. eff. July 12, 1965 and 8¢ an hr. eff. July 12, 1966 for mechanics and empl. in building maintenance; salary increases ranging from \$15.10 a mo. to \$54.63 a mo. retroactive to July 12, 1964, \$10 a mo. to \$40 a mo. eff. July 12, 1965 and \$14 a mo. to \$32 a mo. eff. July 12, 1966 for office empl. and cashiers; work wk. for mechanics and empl. in building maintenance to be reduced from 41½ hrs. to 40 hrs. with maintenance of pay; night shift premium to be 15¢ an hr. for mechanics and empl. in building maintenance and 10¢ an hr. for office personnel; Sunday premium to be time and one quarter; 3 wks. vacation after 8 yrs. of service (formerly after 10 yrs.) and 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); new cumulative sick leave arrangements—15 days per yr. of service up to 200 days, payable after 2 days absence (formerly 10 days per yr. of service up to 180 days, payable after 6 days absence); 100% of sick leave credits to be payable to empl. who retire or resign or are discharged (formerly one third of sick leave credits, payable to empl. retiring or resigning); life insurance increased from maximum of \$7,500 to 1½ times annual salary and employer to pay 50% of premiums; life insurance for retired empl. to be \$3,000 (formerly \$1,000); basic rate for bus driver becomes \$2.77 an hr. eff. July 11, 1967; agreement to expire July 12, 1967.

Northern Electric, Montreal, Que.—Northern Electric Empl. Assn. (Ind.) (Units 2 & 3): 3-yr. agreement covering 600 empl.—wage increases averaging 8¢ an hr. in first yr., 8¢ an hr. in second yr. and 8¢ an hr. in third yr. of agreement; 10 paid holidays (formerly 9); 4 wks. vacation after 25 yrs. of service (formerly after 28 yrs.); rate for installer becomes \$1.86 an hr. in third yr. of agreement; agreement to expire Feb. 25, 1968.

Ocean Cement Limited, Greater Vancouver, Fraser Valley & Vancouver Island, B.C.—Teamsters (Ind.): 3-yr. agreement covering 1,200 empl.—wage increases of 20¢ an hr. retroactive to Jan. 1, 1965, 20¢ an hr. eff. Jan. 1, 1966 and 20¢ an hr. eff. Jan. 1, 1967; 4 wks. vacation after 15 yrs. of service introduced; rate for yardman becomes \$3.06 an hr. Jan. 1, 1967; agreement to expire Dec. 31, 1967.

Provincial Transport, Montreal, Que.—Public Service Empl. Federation (CNTU): 2½-yr. agreement covering 850 empl.—wage increases of \$15 a wk. eff. July 1, 1965 and \$5 a wk. eff. July 1, 1966 for drivers; mileage rate to be increased to 5¼¢ per mile eff. July 1, 1967 (at present 5¢ a mile); agreement to expire Dec. 31, 1967.

Quebec Hydro (Shawinigan Water & Power), Que.—Public Service Empl. Federation (CNTU): arbitration award establishing 2-yr. agreement covering 1,200 empl.—settlement pay of \$350 for period Nov. 1, 1963 to Dec. 31, 1964; wage increases averaging 20¢ an hr. retroactive to Jan. 1, 1965 and 7¢ an hr. across the board eff. Jan. 1, 1966; Thanksgiving Day to be 11th paid holiday; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.); rate for labourer becomes \$2.07 an hr. Jan. 1, 1966; agreement to expire Dec. 31, 1966.

RCA Victor, Montreal, Que.—RCA Salaried Empl. Assn. (Ind.): 1-yr. agreement covering 700 empl.—wage increase of 3%; agreement to expire May 15, 1966.

Saskatchewan Government—Sask. Govt. Empl. Assn. (Ind.) (labour service empl.): 1-yr. agreement covering 1,500 empl.—wage increase of 3%; rate for labourer becomes \$1.63 an hr.; agreement to expire March 31, 1966.

Steinberg's Ltd., Montreal, Que.—Steinberg's Empl. Protective Assn. (Ind.): 2½-yr. agreement covering 3,000 empl.—wage increases of \$6 a wk. retroactive to March 21, 1965, \$5 a wk. eff. March 21, 1966 and \$5 a wk. eff. March 21, 1967; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.) and 4 wks. vacation after 15 yrs. of service (formerly after 20 yrs.); Christmas bonus of 1 day's pay to be granted to empl. with 1 or more yrs. of service eff. Dec. 1966; rate for cashier becomes \$75 a wk. March 21, 1967; agreement to expire Sept. 20, 1967.

Steinberg's Ltd., Montreal, Que.—Steinberg's Warehouse & Transport Empl. Assn. (Ind.): 2½-yr. agreement covering 1,000 empl.—wage increases of \$4 to \$6.50 a wk., depending on classification, retroactive to March 15, 1965, \$2 a wk. eff. June 15, 1965 and \$5.50 to \$7 a wk., depending on classification eff. Sept. 15, 1966; 8 paid holidays (formerly 7); 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.) and 4 wks. vacation after 15 yrs. of service (formerly after 20 yrs.); afternoon and night shift premiums to be \$3 a wk. and \$6 a wk. respectively (formerly \$2.50 a wk. and \$5 a wk.); rate for labourer becomes \$77.50 a wk. Sept. 15, 1966; agreement to expire Sept. 14, 1967.

49th International Labour Conference

Canada's Deputy Minister of Labour, Employer Delegate and Worker Delegate speak in discussion of Director-General's Report. Special Government Adviser also delivers address

The role of the International Labour Organization needs to be redefined, with greater precision, because in its new role it must seek to help member states to speed their economic growth, George V. Haythorne, Deputy Minister of Labour, told the 49th International Labour Conference, held in Geneva from June 2 to 24.

Mr. Haythorne, who is Chairman of the ILO Governing Body, was addressing the opening session. Later, as Chairman of the ILO Working Party on the Program and Structure of the ILO, he introduced its first report.

Three other Canadian delegates also took part in the discussions on the report of the Director-General. They were: Employers' Delegate Kenneth Hallsworth, Director of Industrial Relations, Ford Motor Company of Canada; Workers' Delegate Joseph Morris, Executive Vice-President, Canadian Labour Congress; and Government Adviser Ron Basford, M.P. for Vancouver-Burrard.

Opening Session

At the first session, Mr. Haythorne told the delegates the ILO's work since its formation was a matter of record, but "the past accomplishments are nothing compared with what we can hope to achieve in the years to come, if we use wisely and effectively the opportunities our organization offers."

The world of 1965, with its far-reaching scientific and technical advancements, and the surge of economic and social development accompanying the emergence of vigorous new national states, is a vastly different place from the world of 1919 when the ILO was created, he asserted.

Today the ILO has a new role to play. Some may say that this new direction of ILO activity is in conflict with its long-developed work in promoting improved working and living standards. But the ILO, through its tripartite structure, can bring to its task of helping in economic development the experience it has gathered in the past half century in improving working standards.

Thus it can ensure that economic growth, and full regard for the necessity of sharing in the fruits of such growth, go hand-in-hand.

The ILO in stressing the need for economic development does so because of the human consequences, including the rights of workers, their protection, their welfare, and their fair

rewards, as well as because of the key importance of the human contribution to such growth in the first place, he said.

This new role for the ILO is larger and more profound than anything our founding fathers dreamed of. It means that the role of the ILO needs to be redefined with greater precision—in relation to other international organizations concerned with economic and social development, in relation to regional bodies, in relation to bilateral programs, and in relation to the needs and wishes of workers, employers and governments.

We are still seeking the proper balance between the ILO's traditional activities and its new endeavours. Studies, research, pilot projects and evaluation are determining the types of operational programs that can be most effective.

Mr. Haythorne noted that there had been a steady increase over the year in the number of ratifications of Conventions. That many of the Conventions ratified deal with discrimination and human rights should be encouraging to members of the conference, he said.

The tremendous needs of working men and women in the world have long been recognized, and we now have a growing sense of confidence that our organization can make a real and vital contribution in helping to meet these needs.

Mr. Haythorne declared that the ILO was in a particularly strategic position "to give practical expression both to the determination of the needs of men and women throughout the world, and to the establishment of sound policies and programs designed to meet them."

Report of the Working Party

In introducing the report of the Working Party on the Program and Structure of the ILO, Mr. Haythorne said rapidly changing world developments made an examination of the ILO's basic purposes, programs, and methods particularly urgent at this time.

"There is, I think, little doubt or uncertainty about the aims and objectives of the ILO. They can be broadly stated as the improvement of employment and working and living conditions throughout the world."

Mr. Haythorne pointed out that programs for the ILO must be determined in relation to the tasks that face mankind. The Working Party was conscious that in developing the ILO's part of these tasks there must be a co-ordinated approach, and was seeking to avoid any isolated, unco-ordinated and wasteful effort.

The committee believed that by determining broad program areas before turning to the instrumentalities required, there was less danger of perpetuating outworn methods. If emphasis had first been placed on particular techniques, this approach could easily have resulted either in maintaining the *status quo* for its own sake or in developing new types of machinery before an agreement had been reached on what the essential tasks of the ILO are in today's increasingly complex world, Mr. Haythorne said.

The committee began its work with an examination of the development and utilization of human resources as a major program area. It was recognized (in paragraph 18 of the report) that the development and utilization of "human resources" are decisive factors in economic expansion and in social progress.

The committee realized that if people do not have the skills to use natural resources, and the capital and equipment that must accompany them, and if they are not productively employed or do not participate actively, freely and in a responsible manner in development, it will be difficult to achieve economic and social progress.

He said that was true of all countries but, as the report noted, it applied particularly in the case of those with developing economies.

Mr. Haythorne quoted paragraph 19 of the Working Party's report:

19. The role which human beings can play in the process of development will be enhanced if living and working conditions are improved, if standards of living are made more satisfactory, and if a greater degree of social justice is attained. This makes it necessary to stress the other fundamental aspect of human resources policy, namely that the ultimate objective of development is human fulfilment. A policy for the development and utilization of human resources, therefore, implies recognition of the right of each person to obtain employment, to enjoy the fruits of the production to which he has contributed, and to develop his faculties to the fullest extent.

"I am sure you will agree that this means that adequate attention must be paid to leisure as well as to working hours."

In five consecutive paragraphs the committee then turned to consideration of objectives in the human resources field, and examined those which the ILO proposed to the Secretary-General of the United Nations as appropriate for the United Nations Development Decade, as well as the specific ILO objectives in the development and utilization of human resources.

Paragraph 23 said: "The ILO should continue to define principles of universal application and develop policies which are suited to the situation in countries at various stages of development. It must then develop programs and techniques which enable effect to

be given to the principles and policies thus defined, . . ."

In order to carry out these tasks, the report said in Paragraph 24, "the ILO must continue to accumulate technical knowledge which will serve as a basis for the assistance and the advice which it will be called upon to give to governments, employers' and workers' organizations, and other bodies competent in the field of human resources."

In the next paragraph it said the ILO must seek the co-operation of the international organizations active in some particular field of human resources development, naming as examples the United Nations Educational, Scientific and Cultural Organizations, the Food and Agriculture Organization and the World Health Organization, and the International Bank for Reconstruction and Development and other similar organizations.

"The participation of the three constituent groups of the ILO in the human resources programs undertaken by the Organization at the national and international levels is an essential factor in the success of these programs," the committee said in Paragraph 26.

In Paragraph 27 it said that the Working Party considered that the Organization should act as the focal point in world-wide efforts for the development and utilization of human resources, and expressed the view that the member States should be invited to provide the ILO with relevant information on the technical co-operation activities that they are carrying out in the field of human resources. "The ILO should disseminate information on its pilot projects, research and other activities, so as to make generally available the expert knowledge it acquires," it said.

In concluding, Mr. Haythorne said that in a world of rapid changes the ILO cannot and must not allow itself to be out of step or left behind in the march of history.

"Rather our organization must be out in front grappling with the difficult and complex problems of our day in the labour and social fields. The Working Party is determined to help in this task to the best of its ability."

The Committee consisted of eight government members, six employers' members, and six workers' members. They were selected to give representation to different regions of the world, different stages in economic development and different forms of social organization.

Canadian Employer Delegate

Kenneth Hallsworth, Canadian Employer Delegate, said Canadian employers recognized the importance of the role the ILO had played in industrial society.

He said many changes had occurred in the world since the ILO was formed and greater emphasis was now being placed on

investment in human resources in the formulation of development programs.

"New concepts, philosophies, institutions and ideologies have emerged," he said. "Technological changes are confronting many of us today with difficult social and economic problems that have yet to be thoroughly identified or completely analyzed."

In the light of these changes, Mr. Hallsworth said, "we agree with the ILO's decision to re-examine and reappraise its part in the scheme of our society to determine what must be done to ensure that it continues to occupy the role of a responsible agency."

Mr. Hallsworth pointed out that new and fresh ideas had emerged as a result of the Director-General's report, which focused attention on the program and structure of the ILO for future years.

Although there had been a consensus of approval on many of the proposals, he said, there was some divergence of views on the relative importance and priority that certain aspects of future programming should have.

Mr. Hallsworth said that although the Working Party's first report represented only the beginning of a much larger job, it defined some specific guidelines in very important areas. The Canadian Employers' delegation commended members of the Working Party for their report and particularly for their decision to focus attention on the proposed major programs relating to human resources.

He then quoted paragraph 18 of the report:

National development does not depend only on the existence of natural resources and on an ample supply of capital and equipment. If people do not have the skills needed to exploit these resources fully, if they are not productively employed, if they do not participate actively, freely and in a responsible manner in the various tasks of development, it will be very difficult to achieve significant economic and social progress. This is particularly true of the developing countries in which human resources are abundant, but where the skill potential of such resources is inadequately developed and the opportunities for productive employment are insufficient. In short, it is increasingly recognized in the theory and practice of development that the development and utilization of "human resources" are decisive factors in economic expansion and, in consequence, in social progress.

Mr. Hallsworth said these words clearly indicated where most of the time and resources of the Organization should be devoted if the standards of living in the developing countries are to be raised to a tolerable level.

In recent years a growing proportion of the ILO's time and resources had been spent in the area of technical assistance, he asserted. "If this conference does, as I hope it will, make it unmistakably clear to the Governing Body and to the Office that even greater efforts should be made in this direction, it is essential that the amount and kind of

technical assistance meet the needs of the particular nations being aided. Research, including analyses of results and the exchange of information, are prerequisites if a program of this kind is to be sound of structure and purpose."

Priority of this kind, the speaker declared, once again raises questions about the ILO's traditional standard-setting task. The Director-General declared in his report that international instruments are the backbone of the Organization. "I suggest that they are not. However relevant they may have been in the past, conditions today have changed to such an extent that this aspect of the ILO's work requires the most careful scrutiny."

He said delegates of the newer nations have said they are nations with relatively undeveloped economies. They are essentially non-industrial, with a social and economic life quite different from that in the more highly industrialized countries. With the best intentions, these developing states very often cannot at present expect to meet the international labour standards that were adopted by the ILO when most members of the Organization were industrial countries.

"There is a real danger that the adoption of instruments of this kind may serve to hinder rather than to help developing countries," he warned.

Continuing, he said: "If standard-setting is to be continued as an important feature of the ILO program, then it should, as far as possible, be done with a maximum of flexibility through the development of Recommendations or Resolutions rather than Conventions. These should be broadly based and concerned with statements of principle on matters to which all member states can give expression appropriate to their circumstances.

"Future instruments should avoid substantive details, the implementation of which requires a level of economic development which a large number of member states have yet to attain. In the same vein, consideration should also be given to the revision or elimination of existing standards that are no longer meaningful or applicable."

Turning to the Director-General's outline of re-organization and changes that have been made in the Office to afford greater flexibility in ILO programming, Mr. Hallsworth said there had been considerable examination and debate on the relevance of certain features of the ILO structure.

"In our opinion there is no need for drastic changes in the present relationship between the Conference, the Governing Body and the Office. Canadian employers believe that ways and means can be found within the existing framework to make these bodies more effective and more efficient.

"In particular, we believe that changes in the role of the Governing Body, as suggested by certain delegates, would be most unwise. We agree with the Director-General when he said that only a strong and effective Governing Body can show the Conference ways of overcoming disputes which otherwise might persistently divide it."

He said that paramount in the structure of the ILO is its tripartite character, which gives it its unique status and power. "It is imperative that this tripartite feature be preserved and not allowed to be weakened or undermined by those who do not accept that this is the very essence and foundation of the ILO."

"The tripartite structure is an acknowledgment of the existence of mutual interests and its successful operation is positive proof that the aims of employers and workers are reconcilable. Tripartism loses all force and purpose if employers and workers are not absolutely free and unhampered in the selection of their representatives and in the degree of their participation in the affairs of the ILO."

"Sound industrial relations can only develop in a harmonious manner between responsible organizations which are independent of each other and of their governments. If we are to preserve this tripartism, it is essential that workers and employers constantly examine the role of governments in their affairs," Mr. Hallsworth concluded.

Canadian Worker Delegate

Speaking on the Director-General's report, Joseph Morris, Canadian Worker Delegate, said discussions this year should prove particularly interesting because they were being held during the International Co-operation Year (see page 000) and "in the shadow of a serious crises in the United Nations."

The International Co-operation Year should represent for the nations of the world an opportunity "to see and to emphasize that which unites rather than that which divides them," Mr. Morris said. The challenge is clear and is in the best traditions of the ILO "to embark on a mission of international solidarity to combat the common enemies of all mankind."

Mr. Morris continued: "The member states should take serious cognizance of the appeal issued by the Governing Body to ratify, during this year, the international labour Conventions dealing with human rights, and especially the Conventions that are aimed at the abolition of forced labour, discrimination in employment and the obstacles to the free exercise of freedom of association and the right to organize."

Neither is it too much to hope, he said, that the industrial countries, the nations that have achieved a greater degree of well-being

and development, will make during this year greater efforts for overseas assistance and co-operation, and will devote a large share of their national income to further and enhance the economic development of those parts in the world where hunger and want are still prevalent.

We should also remember during this debate the serious political and financial crisis in the United Nations itself. Regardless of what we may think of the constitutional relationship governing the United Nations, the ILO and the other agencies, it is quite clear that the undermining of the prestige and authority of the United Nations is bound to have a depressing effect on the whole United Nations family of organizations, including the International Labour Organization. . . .

It is important, therefore, more than ever at this time, because of the crisis in the international community, to safeguard the future of the International Labour Organization so that it, too, does not become a victim of misguided policies and intergovernmental rivalries.

For the millions of workers throughout the world, Mr. Morris said, there is too much at stake in the continuing existence and growth of this Organization for them to remain indifferent to the dangers with which it is faced.

Mr. Morris said the Canadian trade union movement was in full agreement with the Director-General that the ILO should concentrate on the elements of its responsibilities that are central to its mandate and should avoid dispersion of energy in peripheral activities.

It was obvious, he said, that none of the ILO objectives can be fully realized in a world of tension and international conflict because their full implementation depended on peace and disarmament and on freedom for all people.

Pointing out that this was the third year of debate on the program and structure of the ILO, Mr. Morris said it might still be important to stress the need for the ILO to have a clear definition of its own field of competency, and to avoid undertaking action that is clearly the function of another organization.

Turning to the new administrative structure introduced by the Director-General, Mr. Morris said it should be given a chance to prove itself in practice.

Because the ILO is the only tripartite inter-governmental organization, it is essential that it makes full use of this unique arrangement—something which may not have been fully exploited in the past.

This structure is undoubtedly a source of added administrative difficulty to the Director-General, but it could also become a tower of great strength in enhancing the authority and prestige of the Organization, in obtaining support and understanding for larger financial contributions, and in developing a pool of readily available technical experts.

This could only be achieved, he continued, with the aid of more adequate administrative machinery, and by giving greater standing and prominence within the ILO structure to internal and external relations with the workers' and employers' organizations.

Some think, he said, that manpower and social policy in industrialized countries should be left to their own regional agencies, to organizations like the European Economic Community or the Organization for Economic Co-operation and Development.

We disagree with this, and disagree most emphatically. These regional organizations are not tripartite in structure, are not based on universal considerations, have no direct voice of workers' and employers' organizations—in short they are strictly governmental agencies.

It would be a mistake for the ILO to abdicate its traditional role in the industrialized countries and become a mere co-ordinator of, or adviser to regional agencies. It would be a mistake to reduce its activities in the industrialized countries at a time when these are faced with some very grave problems of unemployment, adjustment to technological change, determination of the role of workers' and employers' organizations in the process of decision-making for planned economic growth, the proper utilization of leisure time, and the problems of the young and of the old.

Mr. Morris said it might be advisable to find room within the new structure for a special branch dealing with industrial countries, in addition to the three regional branches, for Africa, Asia and the Middle East, and Latin America. The word "regional" should not become synonymous in ILO language with "underdeveloped" or "developing".

One could readily understand the feeling of frustration resulting from the lack of capital for investment and economic growth, arising in many countries that are faced with the need to develop their resources and to industrialize, he said.

We cannot, however, accept the notion that national wealth can only be accumulated as a result of the exploitation of those who work. Neither can we agree with those who claim that only the industrialized countries can afford freedom of association, the right to organize and to form free trade unions. . . .

It would run counter to all basic human considerations that only the rich nations can afford human rights while the poor and dispossessed are denied dignity and freedom.

Mr. Morris said he was disappointed that in the chapter of the Director-General's report dealing with major program areas hardly any mention was made of the need for an intensified program in the field of co-operatives. The ILO, he asserted, has made an unparalleled contribution to the world co-operative movement. It was largely due to its initiative and efforts from the earliest days that the social significance of the special economic role of co-operatives had been recognized on a world scale.

It is the opinion of our people in Canada that the performance of the ILO in this field

has declined in the past several years. We should aim to specialize in the types of co-operatives that are especially valuable for trade union members and urban workers: the organizations for consumer goods, housing, consumer credit, insurance and small industries. This should remain the sole responsibility of the ILO.

It is essential to augment and strengthen the ILO staff that deals with co-operatives, and to bring together more often the Panel of Consultants on Co-operatives. "The ILO should try to retain its reputation of reliability and high standards of performance, so that co-operatives throughout the world would look toward the organization for leadership and guidance as they did in the early days."

Mr. Morris emphasized that the ILO must continue in its historic task of developing new international labour standards and of modernizing existing ones. The time was now ripe, he thought, for the Organization to begin paying more serious attention to the protection of the rights of civil servants and government employees.

"An ever-growing section of the labour force in all countries now works for governments. Still, no meaningful code of behaviour, no recognized national standards to guide relations between employers and employees in this field have yet been developed by this Organization," Mr. Morris said.

Adviser to Government Delegation

"We in Canada are both impressed and encouraged by the 'new look' of the ILO," said Ron Basford, M.P., Special Adviser to the Government delegation. "It is essential for this, as for any other organization, to examine periodically its basic objectives and the way these are expressed through current policies and programs. In today's rapidly changing world we must not be afraid to think along new lines. New programs can encourage us to be more creative and productive in our tasks."

Mr. Basford was substituting in the debate for Hon. Allan MacEachen, Minister of Labour, who had planned to attend the conference but was unable to do so.

The speaker declared that one evidence of this new vitality was the decision to start a new International Centre for Advanced Technical and Vocational Training at Turin, Italy. It was Canada's hope, he said, that the Centre would help to meet the need for increased technical competence in the working force, a need that had become critical in many countries facing a shortage of skilled manpower.

Canada was attempting to meet this need by substantially expanding technical training facilities, he said, but had found it difficult to develop training programs fast enough to match the expanding demand for skilled workers.

The shortage of skilled manpower brought on by rapid advances in technology and economic growth had become a major international problem, affecting most industrialized or developed countries as well as developing countries, he continued.

The need for increasingly complicated skills and the effect on job displacement of technological change were problems to which the ILO must devote more time as it develops its program in the human resources field, Mr. Basford told the conference.

The key role which manpower policies play in the whole life of a nation cannot be overstressed. We must acknowledge this key role and become more and more imaginative in developing and pursuing active manpower policies.

As people vitally concerned with this whole problem, we must realize and clearly understand that economic growth can best be advanced by a working force which, on the one hand, is fully qualified and, on the other hand, benefits from safe and agreeable working conditions as well as from a fair and equitable return for its labour.

In this connection, he said, Canada had enacted a Canada Labour Standards Act and a Canada Pension Plan. "We have drawn heavily on the collective bargaining experience in Canada and other countries in developing what in fact is a comprehensive labour standards code."

On the Canada Pension Plan he said: "We regard this as a most progressive piece of social legislation and we acknowledge the helpfulness of the experience and advice of other nations and of the ILO itself in working out this important program."

Turning to the role of co-operatives, Mr. Basford said Canada had profited from the

co-operative movement. He offered some practical examples and lessons where co-operatives played an important part: in agriculture, where the movement had reached its greatest development, and in fisheries, where co-operatives are making important contributions.

The co-operative movement in Canada is "essentially a movement beginning at the grass roots among groups of people, with only limited government participation. . . . One of the basic co-operative tenets is self-help. State assistance, if not very carefully controlled and administered, can easily undermine this foundation and infringe upon the autonomy of the movement. . . .

"As a supplement, or even alternative, to state aid, the proposal made at the 1961 F.A.O. Conference to provide assistance through the facilities of a world co-operative bank is, I think, a sound consideration.

"Through an organization of this type many of the special needs of co-operatives in developing countries could be met. Loans made under favourable conditions could assist in strengthening the agricultural economy generally and help to increase food production."

These are basic problems facing many countries in developing their primary resources, he pointed out, and must be solved if there is to be a sound economic and social structure.

"It is this challenge, the challenge to increase the worth of a people or a nation, that the co-operative movement in Canada and across the world must meet. I hope that our Canadian experience will provide encouragement and provide some useful lessons to other countries," he concluded.

162nd Session, ILO Governing Body

Oumar Baba Diarra, Secretary of State for the Civil Service and Labour, Mali, has been unanimously elected Chairman of the Governing Body of the International Labour Office for the year 1965-1966. Mr. Diarra, the first African to preside over the Governing Body, succeeds George V. Haythorne, Canadian Deputy Minister of Labour.

Employers' Vice-President, Pierre Waline (France) and Workers' Vice-President, Jean Mori (Switzerland) were both re-elected.

The elections took place in June during the 162nd Session of the Governing Body, the first part of which was held in May before the 49th Session of the International Conference.

During the earlier part of its session, the Governing Body decided that the International Centre for Advanced Technical and Vocational Training established by the ILO in Turin would begin operating this autumn. The Governing Body had authorized the ILO Director-General to start the work of the Centre one month after the ratification by the Italian Parliament of the agreement between the ILO and the Italian Government and the receipt of the voluntary contribution of the Italian Government for 1965; and to open the Centre at least three months after the receipt of this contribution. The agreement, which had already been approved by the Italian Chamber of Deputies, was ratified by the Italian Senate on June 22.

TEAMWORK in INDUSTRY

The responsibilities and goals of management and labour are similar, said J. W. Dodds, general manager of Alberta Government Telephones, speaking to some 100 delegates at the AGT fourth annual labour-management meeting at Banff, Alta.

Mr. Dodds said that labour and management not only had many similar goals but also faced many similar problems in attaining those goals.

He noted that management's three main responsibilities were to the shareholders, subscribers and labour.

The company could give its employees the best possible equipment and working environment for top efficiency, but "... a smooth working relationship ... must function between ... management and the mobilizing force of labour."

Mr. Dodds stressed that the employees' voice was their union, and through that voice "management should be able to get the feelings and opinions of the employees and act accordingly."

He described labour's goals as a decent standard of living, security and good working conditions.

Looking then at labour's responsibilities, he added that the employees were the ones responsible for good relations with the public—shareholders and subscribers.

"Management can spend thousands of dollars on advertising and promotion ... only to see it all nullified by a repairman walking across a newly-waxed floor in nailed boots.

"You are the ones to meet the customer face-to-face ... and it is your attitude that leaves the final impression of the system on the minds of the public."

He added that though management shared many of labour's goals, it must also accept the added responsibilities of planning ahead, making the right decisions, accurately projecting growth and equipment patterns.

For both sides, he commented, "our pride in our work is one of the main factors in establishing what is commonly called 'job satisfaction'."

* * *

When Alex Muscovitch recently retired from the CNR's Transcona shop near Winnipeg, Man., he reversed the usual order and presented the company with a certificate of merit for the CN's high standard of employer-employee relations. The framed award was accompanied by a special book to be signed by all retiring shop personnel who agree with the citation.

* * *

Dr. John Weinrich, head of the University of Alberta's department of economics, has told the Alberta Branch of the Chartered Institute of Secretaries that employee participation is necessary if Canada's economy is to grow.

He listed three phases through which management's philosophies concerning employee relations have travelled, then the fourth phase management must develop to stay competitive.

Dr. Weinrich said these three concepts were: man was another machine; man and machines were alike but man had to adapt to machines; man was considered human but needed constant motivation because he was passive and dependent.

He maintained that these three concepts promoted only vertical management structure with directive management, instead of a more horizontal structure with active employee participation.

"The response (of the workers) is best when they are able to participate in decision-making on matters which directly affect them," he noted.

He added that to achieve this, management must rearrange its thinking to encourage employees to develop their capacities for independence and decision-making, and to increase their knowledge and ability to perform.

* * *

Against a 13-year background of on-the-job harmony, members of the Allied Construction Council and Ontario Hydro met earlier this year to extend those relations into the construction of a \$220,000,000 generating station at Courtright.

During their 13-year association on such projects as the Niagara River Development and St. Lawrence Power project there has never been a work stoppage on the job.

"We hope to bring the same spirit of harmony into the Sarnia undertaking," said W. H. Barnes, Hydro's labour relations director.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board held two one-day meetings during May. During the month the Board received twelve applications for certification, two applications for revocation of certification, and one request under Section 61(2) of the Act for review of an earlier decision, and allowed the withdrawal of one application for certification.

Applications for Certification Received

1. General Truck Drivers Union Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed at the Rexdale Ontario terminal of Lewis Motorways (Investigating Officer: S. Emmerson).

2. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed aboard SS *M. J. Boylen* by Canadian General Electric Co. Ltd., Toronto, Ont., or Engineering Consultants Limited, Saint John, N.B., or Brunswick Mining and Smelting Corporation Ltd., Dalhousie, N.B. (Investigating Officer: H. R. Pettigrove).

3. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of foremen employed by the National Harbours Board at the Port of Quebec (Investigating Officer: R. L. Fournier).

4. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed aboard the SS *Irving Ours Polaire* by Engineering Consultants Limited, or Kent Line Limited, or Irving Steamships Ltd., Saint John, N.B. (Investigating Officer: H. R. Pettigrove).

5. Transport Drivers, Warehousemen and Helpers Union Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, helpers and warehousemen, employed by Hubert Transport Inc., Ste. Therese de Blainville, Que. (Investigating Officer: R. L. Fournier).

6. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Tribune Incorporated, CHLT-AM, CHLT-FM, CHLT-TV, Sherbrooke Telegram Printing and Publishing Company CKTS Station, Sherbrooke, Que. (Investigating Officer: R. L. Fournier).

7. International Union of District 50, United Mine Workers of America Local Union 13946, on behalf of a unit of long-shoremen employed by Clarke Traffic Services Ltd. (Newfoundland Steamships (1965) Limited (Terra Nova Steamship Co. Ltd.), St. John's Nfld. (Investigating Officer: R. L. Fournier).

8. Canadian Maritime Union, on behalf of a unit of unlicensed personnel employed aboard the SS *Texaco Warrior* by SS Texaco Warrior Ltd., Montreal, Que. (Investigating Officer: S. Emmerson).

9. Transportation-Communication Employees Union, System Division No. 7, on behalf of a unit of employees of Canadian Pacific Air Lines, Limited, Vancouver, B.C. (Investigating Officer: J. D. Meredith).

10. Association of the Employees of Verreault Navigation C.F.I.A., on behalf of a unit of unlicensed personnel employed by Verreault Navigation Inc., Les Mechains, Que. (Investigating Officer: R. L. Fournier).

11. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of La Tribune Inc., Sherbrooke, Que. (Investigating Officer: R. L. Fournier).

12. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Telegram Printing and Publishing Co. Ltd., Sherbrooke, Que. (Investigating Officer: R. L. Fournier).

Applications for Revocation Received

1. Colonial Broadcasting System Limited, St. John's, Nfld., applicant, and the National Association of Broadcast Employees and Technicians, respondent. The application was for the revocation of the certification issued by the Board on January 30, 1964, to the respondent union in respect of a unit of employees of the applicant company (L.G., Mar. 1964, p. 213).

2. Alfred J. K. Penz, et al, applicants, British Columbia Television Broadcasting System Ltd. (formerly Vantel Broadcasting Co. Ltd.), respondent, and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, respondent. The application was for the revocation of the certification issued by the Board on June 8,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

1961, to the respondent union in respect of a unit of program and production employees of the respondent company (L.G. 1961, p. 794).

Request for Review under Section 61(2)

Request by the National Syndicate of Longshoremen of Ha! Ha! Bay, for review of the certificate issued to it by the Board on June

23, 1955, in respect of a unit of longshoremen employed by Saguenay Terminals Limited, Port Alfred, Que. (L.G. 1955, p. 946).

Application for Certification Withdrawn

Seafarers' International Union of Canada, applicant, and Engineering Consultant Limited, Saint John, N.B., respondent (L.G., May, p. 423).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During May, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Hamilton Terminal Operators Limited, Hamilton, Ont., and Local 1879 of the International Longshoremen's Association (Conciliation Officer: T. B. McRae).

2. National Harbours Board, Prescott, Ont., and the Civil Service Association of Canada (Conciliation Officer: T. B. McRae).

3. Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment) Pinawa, Man., and the International Association of Machinists (Conciliation Officer: C. Arthur Frey).

4. Zenith Transport Ltd., North Burnaby, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. D. Meredith).

5. The British Yukon Navigation Company Limited, North Vancouver, B.C., and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (unlicensed personnel) (Conciliation Officer: D. S. Tysoe).

6. Westward Shipping Ltd., Vancouver, B.C., and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (unlicensed personnel) (Conciliation Officer: D. S. Tysoe).

7. The British Yukon Navigation Company Limited, North Vancouver, B.C., and Canadian Merchant Service Guild, Inc. and Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (licensed personnel) (Conciliation Officer: D. S. Tysoe).

8. Westward Shipping Ltd., Vancouver, B.C., and Canadian Merchant Service Guild, Inc., and Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (licensed personnel) (Conciliation Officer: D. S. Tysoe).

Settlements by Conciliation Officers

1. Boyles Bros. Drilling (Alberta) Limited, Edmonton (Yellowknife Branch), and Western District Diamond Driller's Union, Local 1005 of the International Union of Mine, Mill and Smelter Workers (Canada) (Conciliation Officer: D. S. Tysoe) (L.G., June, p. 525).

2. Cargill Grain Company Limited, Baie Comeau, Que., and Local 977, International Brotherhood of Pulp, Sulphite and Paper Mill Workers (Conciliation Officer: R. L. Fournier) (L.G., May, p. 425).

3. Canadian Arsenals Limited (Small Arms Division) Long Branch, Ont., and Canadian Guards Association (Conciliation Officer: T. B. McRae) (L.G., May, p. 425).

4. Los Angeles-Seattle Motor Express Inc., Burnaby, B.C. Terminal, and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L.G., March, p. 251).

5. Soo-Security Motorways Ltd., North Burnaby, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L.G., March, p. 251).

6. Gill Interprovincial Lines Ltd., North Burnaby, B.C. Terminal, and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L.G., March, p. 251).

7. Reid's Moving and Storage Co. Ltd., Vancouver, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L.G., March, p. 251).

8. The Bell Telephone Company of Canada, Directory Sales Department, Eastern Region, Montreal, and Local 57 of the Office Employees' International Union (Conciliation Officer: C. E. Poirier) (L.G., June, p. 525).

Conciliation Boards Appointed

1. TransAir Limited, Winnipeg International Airport, and Canadian Air Line Flight Attendants' Association (L.G., April, p. 342).

2. Canadian National Hotels Limited (Chateau Laurier Hotel, Ottawa) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., May, p. 425).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in April to deal with a dispute between Liquid Cargo Lines Limited, Clarkson, Ont., and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., June, p. 526) was fully constituted in May with the appointment of T. C. O'Connor of Toronto as Chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from

the other two members of the Board, David L. G. Jones, Q.C. of Hamilton and Murray Tate of Toronto, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in April to deal with a dispute between National Harbours Board, Port of Montreal, and National Syndicate of Employees of the Port of Montreal (CNTU) (L.G., June, p. 526) was fully constituted in May with the appointment of His Honour Judge Paul Hurteau of Montreal. Judge Hurteau was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, M. A. Harrison of Ottawa and Robert Sauve of Montreal, who were previously appointed on the nomination of the company and union, respectively.

(Continued on page 664)

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Legal Decisions Affecting Labour

*Supreme Court of Canada refuses leave to appeal ruling that provincial labour legislation covers Dorval Airport porters
Saskatchewan appeal court dismisses application for mandamus and upholds order of the provincial Labour Relations Board*

The Supreme Court of Canada, by refusing leave to appeal to the Supreme Court of Canada from the judgment of the Quebec Court of Queen's Bench (Appeal Side), upheld the decision of that Court that porters at the Dorval Airport, being employees of a Montreal limousine service, are under provincial jurisdiction and subject to the Quebec Minimum Wage Act.

In Saskatchewan, the Court of Appeal held that the Labour Relations Board, in ordering a representation vote under S. 6(1) of the Saskatchewan Trade Union Act, acted within its discretionary powers and therefore such order could not be questioned in *mandamus* proceedings.

Supreme Court of Canada . . .

. . . upholds ruling that porters at Dorval Airport are under Quebec Minimum Wage Act

On May 18, 1965, the Supreme Court of Canada, in rejecting a motion presented by Murray Hill Limousine Service Ltd. to grant leave to appeal to the Supreme Court of Canada, upheld the judgment of the Court of Queen's Bench (Appeal Side) to the effect that the porters at the Dorval Airport are under provincial jurisdiction and subject to the Quebec Minimum Wage Act.

Murray Hill Limousine Service Ltd. has been operating a transportation service for the passengers between Dorval Airport and Montreal. The company provided also, as a distinctive and separate service under a contract signed with the airlines operating from Dorval Airport, the services of porters. The company was sued by 17 porters under the Quebec Minimum Wage Act for differences in wages allegedly due to them under the Minimum Wage Commission Ordinance No. 4 as amended. The individual claims amounted to a total of \$11,046.83.

The company contested the action on the ground that there was lack of evidence regarding an estimate of hours of work performed by the porters; the porters were exempted from the application of Ordinance No. 4 because the company exercised no control over their work and their time and

because they worked outside the company's establishment; and finally, the porters, being exclusively engaged in giving porter service to airline passengers and personnel at the Montreal International Airport, were all engaged in an undertaking or work forming an integral part of and necessarily incidental to the effective operations of aerodromes and air transportation, and thus were under exclusive federal jurisdiction and not subject in the performance of their duties to the provisions of the Minimum Wage Act of the Province of Quebec or to the Ordinances enacted thereunder.

The action was maintained on December 13, 1962 by Mr. Justice St. Germain of the Quebec Superior Court, who upheld the porters' claims under the Quebec legislation to the amount of \$10,243.69. The trial judge rejected the first two grounds of the company's defence. But he did not consider the company's defence based on the contention that the porters were under exclusive federal jurisdiction, because, contrary to Article 114 of the Code of Civil Procedure, the company pleaded the unconstitutionality of the Minimum Wage Act before sending notice to the Attorney General of the Province of Quebec.

On appeal, the judgment of the Superior Court was affirmed on February 9, 1965 by a majority decision of the Quebec Court of Queen's Bench (Appeal Side). The Appeal Court did consider the company's contention that the porters were under federal jurisdiction and that the Quebec Minimum Wage Act did not apply. This contention was rejected by the majority of judges (with Mr. Justice Rinfret dissenting).

Mr. Justice Taschereau, in his reasons for judgment, stated that air transportation is under exclusive federal jurisdiction, as it was decided by the Privy Council in the *Aeronautics* case (1932) A.C. 54 and by the Supreme Court of Canada in *Johannesson et al v. West St. Paul* (1932), 1 S.C.R. 292.

The question before the Court of Appeal to decide was whether the work of the porters and the air transportation constituted one and the same operation or two distinct enterprises.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

After examining the evidence with reference to the nature of service rendered by the porters, Mr. Justice Taschereau concluded that the porters neither embarked the planes to deposit the luggage inside the planes nor embarked the planes to bring the luggage out of the planes. That work was done by other persons.

Further, Mr. Justice Taschereau noted that the passenger, when buying his aircraft ticket, has the right to require the air transport company to place his luggage in the airplane and bring it out of the plane on arrival at a destination. The obligations of the air transport company stop, on arrival, at the moment when the luggage has been deposited in the custom office or the cloak-room. The passenger has to claim his luggage at the custom office or at the cloak-room and carry it himself or obtain, for this purpose, the services of a porter.

The Privy Council gave an opinion on this matter in a case very similar to the situation at bar, namely, *Canadian Pacific Railway Company and A.G. for British Columbia and A.G. for Canada* (1950) A.C. 122, (L.G. 1950, p. 217) where the following facts were related:

The appellant, the Canadian Pacific Ry. Co., which owned and managed the Empress Hotel in Victoria, British Columbia, while not denying that the regulation of hours of work was ordinarily a matter of "property and civil rights in the province" under head 13 of S. 92 of the British North America Act, 1867, and accordingly within the legislative competence of the provincial legislature, contended, *inter alia*, that the company's activities had become such an extensive and important element in the national economy of Canada that the Dominion Parliament was entitled under the general powers conferred by the first part of s. 91 of the Act of 1867 to regulate all the affairs of the company, even where that involved legislating in relation to matters exclusively reserved to the provincial legislatures by s. 92.

Lord Reid, who rendered the judgment of the Privy Council, stated (p. 144): "... It may be that the appellant's railway business and hotel business help each other, but that does not prevent them from being separate businesses or undertakings." And (p. 148):

As their Lordships hold that the general power conferred on the Parliament of Canada by the first part of S. 91 does not apply in this case and that this hotel does not come within the scope of either head 10(a) or head 10 (c) of s. 92 it follows that regulation of the hours of work of those employed in this hotel is within the exclusive legislative authority of the legislature of the province of British Columbia and that the question in the order of reference was rightly answered in the affirmative by the Canadian courts.

In the case at bar, Mr. Justice Taschereau, following the reasons stated by Lord Reid, concluded that the services performed by the employees (porters) of Murray Hill Co.,

however useful these services might be for the air lines and passengers, do not form an integral part of aerial transportation any more than the restaurants, newspaper kiosks, hairdressers and the bars installed in all big airports for the comfort and advantage of the passengers. Consequently, in his opinion, the work of the porters comes under provincial jurisdiction and under the Ordinances issued by the Minimum Wage Commission.

Mr. Justice Montgomery, in his reasons for judgment, noted that the only question that gave him any difficulty was whether the work performed by the porters was related closely enough to aeronautics to bring them outside the scope of the labour legislation of the Province of Quebec, particularly the Minimum Wage Act.

He stated that it was conceded that the men who actually load and unload Travelers' baggage in the aircraft are performing work outside provincial jurisdiction, their position being analogous to that of the stevedores considered by the Supreme Court in the reference re *Validity and Applicability of the Industrial Relations and Disputes Investigation Act*, 1955 S.C.R. 529 (L.G. 1955, p. 952).

Also, it seemed to be conceded that the company's employees who drive buses and taxis between the airport and the city are subject to provincial legislation.

The porters in question form a connecting link between these two groups of employees, and it is a matter of some difficulty to determine on which side of the line their work falls.

Further, Mr. Justice Montgomery noted that the porters were not employed by the airlines but by Murray Hill Limousine Service Ltd., the principal business of which is the operation of buses and taxis. In the course of their duties, the porters had no direct contact with aircraft. Their services were not provided for the passengers by the airlines as one of the services incidental to the purchase of a ticket; the passenger engaged these services at his own discretion, being free to carry his baggage himself if he wished or have it carried by a friend. Mr. Justice Montgomery did not regard any of these factors as being, in themselves, conclusive; but taken together they satisfied him that the services rendered by the porters did not relate to aeronautics sufficiently closely to bring them outside provincial jurisdiction.

Following the judgment of the Court of Appeal, Murray Hill Limousine Service Ltd. applied to the Supreme Court of Canada for leave to appeal to the Supreme Court of Canada. On May 18, 1965, the application

for leave was dismissed by the Supreme Court of Canada. *Murray Hill Limousine Service Limited and Sinclair Batson et al.*, Supreme Court of Canada, May 18, 1965 (unreported).

Saskatchewan Court of Appeal . . .

. . . rules that Labour Relations Board's order for vote cannot be challenged on mandamus

On April 22, 1965, the Saskatchewan Court of Appeal dismissed an appeal from the ruling of Mr. Justice MacPherson of the Saskatchewan Queen's Bench Court and held that, in ordering a representation vote, the Labour Relations Board had exercised its discretionary power under Section 6(1) of the Saskatchewan Trade Union Act and therefore such decision is not the subject of *mandamus*.

Construction and General Labourers' Local Union No. 890 applied to the Saskatchewan Labour Relations Board for an order determining that the unit of employees of Cavill Cartage described in the application was an appropriate unit of employees for the purpose of bargaining collectively; and that the applicant trade union represented a majority of the employees in the said unit; and requiring the employer to bargain collectively. In support of the application, the union filed the statement of employment showing four persons to be employed by the employer, and applications for membership in the union and dues deduction authorizations by four employees.

After hearing oral representations on August 24, 1964, made by the representatives of the union and of the employer, and having examined the applications for membership and dues deduction authorizations and a statement of employment, the Board issued the order, the relevant parts of which read as follows:

. . . The Labour Relations Board hereby finds and determines that all employees employed by Stanley Cavill, carrying on a business under the firm name and style of Cavill Cartage in the City of Saskatoon, Saskatchewan, and the said Cavill Cartage, except the office staff and those regularly employed in a confidential capacity, constitute an appropriate unit of employees for the purpose of bargaining collectively; . . .

The Labour Relations Board hereby directs that a vote by secret ballot be conducted among all employees who are within the bargaining unit herein determined to be appropriate for the purpose of bargaining collectively, and who were employed within the said unit as of August 11, 1964, and who are still employed within the said unit as of the date of voting, to determine whether or not the said employees wish to be represented by the Construction and General Laborers' Local Union No. 890, for the purpose of bargaining collectively with their Employer; . . .

The union then made application to the Court of Queen's Bench for a writ of *mandamus*, contending that Section 5 of the Trade Union Act puts upon the Board a duty to exercise the powers therein granted when called upon to do so. The union claimed that it produced before the Board evidence that it represented a majority of the employees in the appropriate bargaining unit and therefore the Board declined jurisdiction by failing to exercise the duty imposed upon it by subsections (b) and (c) of Section 5 of the Act in respect of an application for certification.

Further, the union asked for a writ of *certiorari* to quash the order of the Labour Relations Board directing a representation vote pursuant to Section 6(1) of the Trade Union Act. The union argued that the Board could not in law avoid the duty under S. 5(b) and (c) of determining the bargaining agent and requiring an employer to bargain collectively by ordering a representation vote under S. 6(1).

Further, the union contended that, in directing a representation vote, the Board acted upon extraneous considerations. In support of this position, the union relied upon the judgment of the Saskatchewan Court of Appeal in *Simpson-Sears Limited v. Department Store Organizing Committee*, 19 W.W.R. (MS) 439, and the judgment of the Supreme Court of Canada in *Re F. W. Woolworth Company Limited*, 1956 S.C.R. 82 (L.G. 1956, p. 419).

On October 23, 1964, Mr. Justice MacPherson of the Court of Queen's Bench (Chambers) dismissed the application and held that the decision of the Board to order a representation vote was not an act of a judicial nature. The order in question imposed no legal duty or obligations on anyone who was party to the proceedings, nor did it create or remove any rights of anyone. Consequently, *mandamus* was not applicable. (*Regina ex rel Construction and General Labourers' Local Union No. 890 and Neumann v. Labour Relations Board et al* (1965), 50 W.W.R., Part 5, p. 318; (1965) 48 D.L.R. (2d), Part 8, p. 770).

The ruling of Mr. Justice MacPherson was appealed by the union. The judgment of the Court of Appeal was rendered by Chief Justice Culliton. In his view, the basic issue before the Court of Appeal was whether *mandamus* was applicable in the situation at bar.

The powers of the Board to make orders are provided for in Section 5 of the Act, the pertinent portions of which are:

S. 5. The board shall have power to make orders:

(a) determining whether the appropriate unit of employees for the purpose of bargaining collectively shall be an employer unit, craft unit, plant unit or a subdivision thereof or some other unit;

(b) determining what trade union, if any, represents a majority of employees in an appropriate unit of employees;

(c) requiring an employer to bargain collectively; . . .

The power of the Board to accept and receive evidence is given by Section 15 of the Act, which reads as follows:

S. 15. The board and each member thereof and its duly appointed agents shall have the power of a commissioner under The Public Inquiries Act and may receive and accept such evidence and information on oath, affidavit or otherwise as in its discretion it may deem fit and proper whether admissible as evidence in a court of law or not.

Section 6 of the Act provides for a representation vote. Subsection (1) relevant to the appeal reads:

S. 6(1) In determining what trade union, if any, represents a majority of employees in an appropriate unit of employees, in addition to the exercise of any powers conferred upon it by section 15, the board may, in its discretion subject to subsection (2), direct a vote to be taken by secret ballot of all employees eligible to vote to determine the question.

In the opinion of Chief Justice Culliton, the language of S. 6(1) makes it abundantly clear that the Board, in the exercise of its powers under S. 5(b), subject to the provision of subsection (2) of Section 6 (which was not relevant to the situation at bar), has an unfettered discretion to direct a representation vote. The right to do so is clearly in addition to any powers conferred upon the Board by Section 15. That being so, the Chief Justice continued, the Board in ordering a vote, exercised its discretion on a matter within its jurisdiction and therefore such decision is not the subject of *mandamus* (*Re Ault; Ault v. Read*, 18 W.W.R. (MS) 438.)

Counsel for the union argued that although this may appear to be the proper interpretation of the sections under review, it was not the view taken by the Saskatchewan Court of Appeal in *Re Simpson-Sears Limited v. Department Store Organizing Committee*, *supra*. He contended that in the *Simpson-Sears* case the Court held that resort could not be taken to Section 6 to obtain information that could be obtained by the Board pursuant to the powers granted to it by Section 15. In support of this position, he relied upon the statement of Gordon, J.A. at p. 441:

With every deference to the argument of Mr. Carter that such vote could be directed for the information of the board, I do not think that the board can direct a vote under sec. 6 to get any information which it should get under sec. 15 of the Act, which gives the board and its agents the power of a commissioner under *The Public Inquiries Act*, R.S.S., 1953, ch. 15.

Chief Justice Culliton did not think that the foregoing statement could be interpreted as restricting the discretionary power granted to the Board by section 6(1). In his view, this statement must be construed in relation to the problem to which Mr. Justice Gordon had directed his mind. In that case, the Board ordered a vote pursuant to Section 6 without first having found and determined an appropriate unit of employees for the purpose of bargaining collectively. Counsel argued that the Board had a right to direct such vote for its own information, notwithstanding the failure to find and determine an appropriate unit. In disposing of this argument, Mr. Justice Gordon, at page 441, said:

I have read this order many times and can say definitely that there is no direct determination of any appropriate unit of the company's employees for the purpose of bargaining collectively. Nor can I see that such determination was made inferentially. We have nothing but an order directing a vote to be taken and the only power of the board to direct a vote is contained in sec. 6 of the Trade Unions Act and I am perfectly certain that under this section no vote can be directed until an appropriate unit of employees has been determined under sec. 5(2) of the Act. With every deference to the argument of Mr. Carter that such vote could be directed for the information of the board, I do not think that the board can direct a vote under sec. 6 to get any information which it should get under sec. 15 of the Act, which gives the board and its agents the power of a commissioner under *The Public Inquiries Act*, R.S.S., 1953, ch. 15.

According to Chief Justice Culliton, it is evident from this quotation that Mr. Justice Gordon, having found that under Section 6(1) there is no power to direct a vote until an appropriate unit had been determined, meant no more than that the Board was restricted to the powers to be found in Section 15 in determining whether or not there was an appropriate unit. Consequently, in the view of Chief Justice Culliton, the *Simpson-Sears* decision could not be construed as a pronouncement by the Court restricting the Board's discretion to direct a vote once an appropriate bargaining unit had been determined.

Referring to the decision of the Supreme Court of Canada in *F. W. Woolworth Company Limited*, *supra*, Chief Justice Culliton did not think that that decision would help in any way the position of the union in the appeal under review. In that case, the Supreme Court held that, although the language in Section 5 is permissive in form, it imposes a duty upon the Board to exercise the power or powers therein conferred when called upon to do so by a party interested and having the right to make an application thereunder. The Court there held that, when the right of the applicant to make the application was

conclusively established, dismissal of the application upon extraneous or irrelevant considerations was a refusal by the Board to perform its statutory duty.

Chief Justice Culliton was satisfied that, had the Board in the *Woolworth* case directed a vote pursuant to Section 6(1) instead of dismissing the application on extraneous and irrelevant considerations, the application for *mandamus* would not have been entertained.

In conclusion, Chief Justice Culliton stated that, in the case at bar, the application for certification was not dismissed. In ordering a representation vote, the Board exercised a

statutory right which it had in discharging the duty imposed upon it by Section 5(b) of the Act. He was also satisfied that the Board had the right to order such a vote, notwithstanding the nature of the evidence before it. It was for the Board, and the Board alone, to determine whether a vote should be directed and that decision could not be questioned in *mandamus* proceedings. The appeal was dismissed. *Regina ex rel Construction and General Laborers' Local Union No. 890 and Neumann v. The Labour Relations Board of Sask. et al.*, the Appeal Court of Saskatchewan, April 22, 1965 (unreported).

Recent Regulations under Provincial Legislation

Two wage and hours schedules for construction industry issued in Manitoba. Nova Scotia sets minimum rates for employees in road building, heavy construction, logging and forestry

In Manitoba, new wage and hours schedules were issued, fixing minimum rates and maximum hours at regular rates for employees in the construction industry, other than those in heavy construction. Rates for employees in Greater Winnipeg, Brandon, Flin Flon and Portage la Prairie are set on an occupational basis with some higher than those in last year's fair wage schedule. Only three rates are set for employees in rural areas—a minimum of \$1.75 for journeymen, \$1.45 for helpers, and \$1.25 for labourers.

New minimum wage orders issued in Nova Scotia set a minimum of \$1.05 an hour for employees in road building and heavy construction, and \$1 an hour for time workers in logging and forest operations.

In Alberta, the regulations under the Boilers and Pressure Vessels Act respecting stationary engineers and firemen were amended, and the rules for pressure vessel welders revised. The trades of ironworker and partsman were designated as apprenticeable trades.

Newfoundland issued an industrial standards schedule for the construction carpentry industry.

Alberta Apprenticeship Act

The trades of ironworker and partsman were designated as apprenticeable trades by Alta. Reg. 124/65, gazetted on March 31.

Alberta Boilers and Pressure Vessels Act

In Alberta, the regulations under the Boilers and Pressure Vessels Act respecting stationary engineers and firemen have been amended, and regulations governing pressure vessel welders have been re-issued with a

few changes. The new regulations were gazetted as Alta. Reg. 177/65 and Alta. Reg. 178/65 on April 15 and went into force on April 1.

Engineers and Firemen

The regulations governing engineers and firemen were amended with respect to the classification of certificates and the qualifications of applicants for engineers' certificates.

The regulations continue to provide for four classes of engineers' certificates, for firemen's certificates and for temporary certificates, but the limitations on second, third, and fourth class engineers' certificates have been changed. The new regulations have raised the horsepower rating of steam plants that the holders of second, third and fourth class engineers' certificates are qualified to operate.

The amended regulations also provide for a new type of certificate, to be known as a special oil-well certificate. This certificate qualifies the holder to be in charge of boilers on a drilling site, with an aggregate capacity not exceeding 100 horsepower. A candidate for such a certificate must have at least six months' experience with oil-well equipment to which the Act applies, and must obtain at least 50 per cent on the examination.

The qualifications of candidates for engineers' certificates have been changed. A minimum age is no longer set, and the service requirements have been amended.

Pressure Vessel Welders

Under the revised regulations for pressure vessel welders, coverage has been extended to pressure fittings. This means that welding

on a fitting on a boiler, or pressure vessel, must now be done by a qualified welder, and any repairs and alterations must be approved by an inspector.

The regulations again provide for four classes of pressure vessel welders' certificates—Grade A, Grade B, machine welding operator's, and provisional. The qualifications for applicants are similar to those in previous regulations, except that only candidates for Grade B certificates are now required to pass an initial performance qualification test. Previously all manual welders had to take the prescribed test.

There have been some changes in the rules with respect to the re-examination of candidates who failed to pass an examination. A waiting period is again prescribed, but candidates for a Grade A or Grade B certificate are no longer required to have additional experience before being re-examined.

Manitoba Construction Industry Wages Act

Two schedules fixing minimum wages and maximum hours at straight-time rates for construction workers in Manitoba were gazetted as Man. Reg. 37/65 and Man. Reg. 38/65 on May 15, and went into force on June 1.

The new schedules, which replace the fair wage schedule 1964-65, were issued under the Construction Industry Wages Act. Enacted in 1964, and proclaimed in force on October 15, 1964, this Act continued the principle of establishing basic wages and maximum standard hours in the construction industry through recommendations made by boards composed of representatives of employers and workers in the industry. In recognition that different sectors of the industry have different problems, the Act provided for three boards instead of one—the Heavy Construction Wages Board, the Greater Winnipeg Building Construction Wages Board, and the Rural Building Construction Wages Board.

The new schedules set out minimum rates payable to employees in the construction industry, other than heavy construction employees, and maximum standard weekly hours. One schedule applies in rural Manitoba, and the other in Greater Winnipeg.

Rural Manitoba

The schedules for rural Manitoba (Man. Reg. 37/65) is in two parts. Part I, which applies in all sections of rural Manitoba, except in Brandon, Flin Flon and Portage la Prairie, provides for only three rates for all crafts or occupations—\$1.75 an hour for journeymen, \$1.45 an hour for helpers and \$1.25 an hour for labourers.

Part II applies in Brandon, Flin Flon and Portage la Prairie, and has the same policy

as the earlier fair wage schedules, and fixes rates on an occupational basis. Wages are set for 20 occupational categories, nine of them with sub-divisions. Rates, which generally are similar to those set for places outside Winnipeg in last year's schedule (the "Zone B" rates), range from \$2.90 an hour for bridge and structural iron workers, to \$1.05 an hour for watchmen and flagmen. The minimum for journeymen in the plumbing, pipefitting and steamfitting industry is \$2.75 an hour, and for marble and tile setters \$2.20 an hour. Bricklayers, stone masons and plasterers in the three cities must be paid at least \$2.45 an hour. A minimum of \$2.50 an hour is set for journeymen electricians, and \$2.25 an hour for carpenters. Building labourers and men working on building construction sites, not included in a special category, must be paid at least \$1.45 an hour.

With two exceptions, all rates in this schedule are based on a standard work week of 48 hours. Time and one-half the regular rate must be paid for all hours worked in excess of the standard weekly hours. An exception is made for bridge and structural iron workers, and ornamental iron workers, whose regular work week is 40 hours. Watchmen and flagmen are deemed to have no regular work week and are, therefore, not entitled to overtime.

Greater Winnipeg

The schedule for Greater Winnipeg follows the same pattern as Part II of the schedule for rural Manitoba, and sets rates for 20 occupational categories, some with sub-divisions. Rates, however, are higher than those set for Brandon, Flin Flon, and Portage la Prairie, and the regular work week is 40 hours, except for three categories.

Rates for some occupations are higher than those previously set for the Greater Winnipeg area. The minimum for journeymen in the plumbing and pipefitting trades is \$3.25 an hour from June 1 to November 1, after which it is to be increased to \$3.30 an hour. The rate for bricklayers and stone masons has been increased from \$2.80 to \$3.05 an hour. The minimum for bridge and structural iron workers, and journeymen electricians, has been increased by 10 cents to \$3 an hour. Rates for journeymen lathers, plasterers, and carpenters are now \$2.95, \$2.90 and \$2.80 an hour, respectively.

Rates for construction labourers in Greater Winnipeg, based on a regular work week of 42½ hours, range from a minimum of \$1.85 an hour for general labourers, to \$2.15 an hour for those employed as cement finishers. The rates are to be increased by 10 cents an hour on September 1.

Men in Greater Winnipeg who are employed in building construction, and whose jobs are not classified, must be paid at least \$1.65 an hour. These employees may be required to work up to 42½ hours a week at regular rates.

New Brunswick Tradesmen's Qualifications Act

In New Brunswick, a new regulation gazetted on May 19 (65-22) provided that the sheet metal trade is to come under the Tradesmen's Qualifications Act on March 1, 1968.

Newfoundland Industrial Standards Act

In Newfoundland, an industrial standards schedule for the construction carpentry industry, the first schedule to be issued in that province, was gazetted on May 4 to take effect from the date of publication.

The schedule applies in Grand Falls, Badger, Windsor and Bishop's Falls. It provides for a minimum wage of \$2.11 an hour for carpenters and \$2.26 an hour for carpenter foremen.

The regular working week for carpenters in these places is to be 40 hours, divided into five days of eight hours each. If a carpenter is required to work on a shift basis, his regular working week will be 37½ hours, divided into five periods of 7½ hours each. An employee on shift work is to receive eight hours pay for 7½ hours of work.

The schedule also sets a premium rate for overtime (time and one-half the minimum for some hours, double time for others), and stipulates that Christmas Day and Labour Day are to be observed as holidays with pay for carpenters.

Nova Scotia Minimum Wage Act

In Nova Scotia, a new minimum wage order, gazetted on April 28, sets a minimum of \$1.05 an hour for employees in road building and heavy construction. Another new order, published the same day, established a minimum wage of \$1 an hour for time workers in logging and forest operations, and a minimum of \$210 a month for employees without a regular work week.

Road Building, Heavy Construction

The order for the road building and heavy construction applies to employees engaged in the construction of streets, sidewalks, structures, other than buildings, paving of all sorts, bridges, water and sewer installations, and earth and rock moving operations. It does not apply to:

- (a) municipal employees engaged in street maintenance and construction;
- (b) workers employed in the construction of buildings;
- (c) employees in enterprises that supply or manufacture construction materials;

(d) persons receiving training under government sponsored and government approved plans;

(e) apprentices working under an agreement under the Apprenticeship and Tradesmen's Qualifications Act.

The \$1.05-an-hour rate is the minimum payable to employees in road building and heavy construction, who work up to 96 hours in a two-week period. For work in excess of this limit, an employee must be paid time and one-half the minimum, that is, \$1.57½ an hour.

If an employee works on a holiday that does not fall on a regular working day, he must be paid the overtime rate or granted time off, equivalent to time and one-half the number of hours worked on the holiday.

Wages are to be paid promptly at regular intervals in accordance with the practice of the employment, but in no case less frequently than once a month.

Logging and Forest Operations

The order for logging and forestry covers not only cutting operations, but incidental or auxiliary work such as the hauling or driving of logs, the construction and maintenance of access roads, forest improvement work, reforestation, forest fire protection, catering services, and the operation of portable mills.

All employees engaged in logging or forest operations are covered except:

- (a) employees whose remuneration is based on board feet, cords, or other method of measurement, in accordance with a written agreement;
- (b) persons employed by a farmer carrying on operations on his own wood lot with the help of not more than two employees;
- (c) emergency fire fighters, or fire fighters, employed under the Lands and Forests Act;
- (d) employees transporting wood outside the forest;
- (e) persons employed in wood processing mills located outside the forest.

The order sets a minimum wage of \$1 an hour for all employees hired on time basis. Persons without a fixed work week whose hours of work cannot be verified, are to be paid a minimum of \$210 a month. These include guards, cooks and kitchen employees, stablemen, watchmen, fire rangers, and wardens.

If an employer furnishes an employee with board and lodging, the maximum amount that may be deducted from the minimum wage for such services is \$2 per day.

Unlike other recent minimum wage orders issued in Nova Scotia, this order does not limit the number of hours that may be worked at straight-time rates, nor does it require the payment of a premium rate for work on a holiday.

The provision respecting method of payment is similar to that in the construction order.

Monthly Report of Placement Operations of the National Employment Service

Number of placements in May was 3.8 per cent larger than the number in May last year. The number of vacancies notified to NES offices substantially above five-year average for May

Local offices of the National Employment Service reported 113,900 placements during May, 3.8 per cent more than in May 1964. Although this May's total was 3.1 per cent below the average for May during the previous five years, the decrease was not due to a reduction in employers' demands for workers but rather because May this year had only 20 working days compared with an average of 21.4 between 1960 and 1964. In fact, the number of vacancies notified to local offices in May this year was substantially above the previous five-year average.

The regional distribution of May placements and percentage changes from May 1964 were:

Atlantic	9,900	— 5.2
Quebec	29,300	— 2.8
Ontario	40,400	+ 8.0
Prairie	22,600	+ 0.5
Pacific	11,800	+26.6
Canada	113,900*	+ 3.8

Regular placements (those with an anticipated duration of more than six working days) totalled 82,400, an increase of 5.9 per cent over the total reported in May last year. The proportion of regular placements to all placements increased to 72.4 per cent from 71.0 per cent in May 1964.

The cumulative total of all placements for the first five months of 1965 was 448,200, an increase of 4.5 per cent over the total for the corresponding period in 1964. This was the second highest figure for this period in postwar years.

The regional distribution of the cumulative totals and the percentage change from 1964 were:

Atlantic	33,100	+ 1.9
Quebec	131,400	— 2.3
Ontario	154,700	+ 6.3
Prairie	80,600	+ 4.1
Pacific	48,400	+23.8
Canada	448,200	+ 4.5

Male placements totalled 81,800, an increase of 4.3 per cent over the May 1964 total. Regular placements of men increased in all regions, but in the Atlantic and Quebec regions, fewer casual placements and transfers-out brought about a decrease in total male placements.

Regional distribution of the monthly and cumulative male placements and the percentage change from 1964 were:

	May 1965	January-May 1965
Atlantic	6,500 — 6.8	22,800 + 1.0
Quebec	21,900 — 2.1	96,600 — 1.9
Ontario	28,600 + 7.4	106,300 + 8.9
Prairie	16,800 + 1.1	55,900 + 5.5
Pacific	8,100 +37.6	33,500 +32.0
Canada	81,800* + 4.3	315,200* + 6.1

Female placements in May 1965 amounted to 32,100, an increase of 2.5 per cent over the number in the same month in 1964 despite small decreases in the Atlantic, Quebec and Prairie regions.

The distribution of female placements and percentage change from 1964 were:

	May 1965	January-May 1965
Atlantic	3,400 — 1.9	10,200 + 4.2
Quebec	7,400 — 4.7	34,800 — 3.4
Ontario	11,800 + 9.6	48,300 + 0.9
Prairie	5,800 — 1.3	24,700 + 1.1
Pacific	3,700 + 7.7	14,900 + 8.7
Canada	32,100 + 2.5	133,000* + 0.8

Placements involving the movement of workers from one area to another totalled 5,200. This is a decrease of almost 500 from the total in May 1964, and the proportion of such transfers to total placements was fractionally lower than in May 1964.

During May 1965, employers notified NES local offices of 150,500 vacancies, an increase of 7.8 per cent over the number during May 1964 and an increase of 7.3 per cent over the average for May during the previous five years.

Vacancies for male workers, at 103,300, increased by 8.6 per cent; female vacancies, at 47,200, by 6.1 per cent over the May 1964 totals.

The cumulative total of vacancies for January-May 1965 was 600,700. This was an increase of 6.5 per cent over the total for the corresponding period in 1964 and was the highest number recorded for any comparable period since 1947.

* Imbalances are due to rounding.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

At end of April, claimants for benefit were fewer by 14 per cent than at end of March and by 34,800 than at end of April 1964. Estimate is that 170,000 ceased to claim during month

Claimants for unemployment insurance benefit on April 30 numbered 462,900, which was 76,000, or 14 per cent fewer, than the total of 539,000 on March 31. Ninety per cent of the decline occurred among males. On April 30, 1964, there were 497,700 claimants.

The reduction in the number of both regular and seasonal benefit claimants is due to the exhaustion of seasonal benefit and to the seasonal improvement in the demand for workers. It is estimated that about 170,000 ceased to claim benefit during the month.

About a third of this number may be estimated to have exhausted seasonal benefit, but most of the rest are assumed to have returned to work. The exhaustion of regular benefit would not have reduced the total number of claimants, since such persons would become eligible for seasonal benefit.

Initial and Renewal Claims

There were 150,800 initial and renewal claims during April, compared with 175,400 a year earlier. In March, the total was 183,200.

About 70 per cent of the April total represented separations from employment during the month, in comparison with 75 per cent in March.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 435,300 for April, 470,700 for March and 484,600 for April 1964.

Benefit payments amounted to \$43,300,000 in April, \$55,600,000 in March and \$52,600,000 in April 1964.

The average weekly payment was \$24.87 in April, \$24.86 in March and \$24.66 in April 1964.

Insurance Registrations

This year the annual renewal of insurance books took place during May, and as a result

the usual statistics on the number of insurance books and contribution cards issued to employees for the month ending April 30 are not available. As the figures are cumulative, they will be included in the next report.

On April 30, registered employers numbered 340,971, an increase of 83 since March 31.

Enforcement Statistics

During April, 9,413 investigations were conducted by enforcement officers across Canada. Of these 6,541 were spot checks of claims to verify the fulfilment of statutory conditions, and 482 were miscellaneous investigations. The remaining 2,390 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 290 cases, 120 against employers and 170 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 859.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in April totalled \$26,493,308.44,† compared with \$29,627,699.19 in March,† and \$25,528,830.77 in April 1964.

Benefits paid in April totalled \$43,320,042.62,† compared with \$55,585,596.67 in March,† and \$52,592,485.93 in April 1964.

The balance in the Fund on April 30 was \$22,037,288.40,* on March 31 it was \$34,593,288.88,* and on April 30, 1964, there was a debit balance of \$26,188,755.05.

* These do not necessarily relate to the investigations conducted during this period.

† All figures for April and March 1965 are taken from interim statements, and are subject to amendment.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2463, Jan. 8, 1965

Summary of the Main Facts: The claimant filed a renewal claim on May 26, 1964. He was last employed as an assembler from August 1963 to May 22, 1964. He was laid off owing to a temporary shortage of work, and his claim was allowed, effective May 24, 1964.

On June 1, the claimant requested that his claim be antedated to May 17. He gave as his reasons that he was on a temporary layoff and had been expecting a recall any day. In support of his request to have his claim antedated, the claimant submitted a letter from his employer, dated June 1, 1964, in which the employer stated that owing to production difficulties, the claimant's employment had been terminated on Friday, May 15, at which time he had been instructed to report back to work on Wednesday, May 20.

The employer explained that Monday was a paid holiday (Victoria Day) and Tuesday was a day of layoff. The employer further explained that on Tuesday, May 19, it was realized that the production problem had not been solved and the claimant was, therefore, told that there would be no work for him until Thursday, May 21. The claimant subsequently worked eight hours on Thursday and four hours on Friday, May 22, when it was again found necessary to lay him off.

The insurance officer did not approve the claimant's application to have his claim antedated, as in his opinion the claimant had not established good cause for delay in making his claim. The insurance officer reasoned that the claimant was not prevented from filing his claim on either Tuesday, May 19, or Wednesday, May 20. Moreover, the claimant worked only four hours on Friday, May 22, and would have had an opportunity to report to the local office to file a claim on that date also.

The board of referees was of the opinion that there had apparently been some confusion at the time of the claimant's layoff on Friday, May 15, regarding the duration of the temporary layoff. The board decided that the claimant was entitled to have his claim antedated to May 17 on the grounds that he had established good cause for delay in making his claim and that he had proved that he fulfilled in all respects the conditions of entitlement for the period concerned.

On September 15 the insurance officer appealed to the Umpire and said:

It is submitted that the board of referees erred in allowing the claimant's appeal. Regula-

tion 150 requires that a claimant prove that he has fulfilled in all respects the conditions of entitlement to benefit for the period for which antedate is requested and that throughout the whole period between such date and the date on which he actually made his claim he had good cause for delay in making such claim.

According to the established jurisprudence, a claimant, in order to show that he had good cause for delay in applying for unemployment insurance benefit, must prove that he was prevented from attending at the local office to file his claim by circumstances over which he had no control (CUB 116 and CUB 395), or that under the circumstances existing at the time it was reasonable that he should not so attend (CUB 1454).

It is submitted that the grounds put forth by the claimant, and by the employer on his behalf, as justification for the delay in filing his claim on a date earlier than May 26, 1964 do not show that on May 19, 20 and 22 there was at least one circumstance of a compelling nature that might reasonably be accepted as a valid reason for not attending at the local office during the usual working hours of the said office (CUB 1593). In several previous decisions the Umpire held that good cause for his delay in making a claim was not shown by a claimant, on the ground that he was expecting an early recall to work (CUBs 130, 591, 1134, 1357, 1454 and 1593).

On November 22, the United Automobile Workers, Local 303, requested an oral hearing, which was held on December 17. The union was represented by the president of Local 303, and the Commission by one of its solicitors.

Considerations and Conclusions: The jurisprudence established by the Umpire on the point at issue is as stated by the insurance officer in his grounds of appeal, which also make it obvious that the findings of fact of the board of referees are not such as to sustain its conclusion of law.

In view of the foregoing, I decide to reverse the decision of the board of referees and allow the insurance officer's appeal.

Decision CUB 2469, Feb. 2, 1965

Summary of the Main Facts: The claimant filed a renewal application for benefit on August 18, 1964. According to the application, she had worked as a skiving machine operator for a shoe company from April 26 to May 22, 1964. She explained that she had been on sick leave since May 22, and that when she was ready to go back to her employment on August 17, 1964, there was no work for her.

The claimant did not lodge her insurance book at the local office when she filed her renewal claim. She stated (form UIC 417A) that the book was held by the employer, and

that she was aware that if she did not deposit it, her claim might be delayed or she might be disqualified from receiving benefit.

She stated also that she would take the necessary steps to obtain her book and would deposit it immediately and that if she was unable to obtain her book, she would advise the local office not later than August 25 and explain why she was unable to deposit it.

As the insurance book had not been deposited, the insurance officer notified the claimant by letter dated September 3, 1964 that she was disqualified and that benefit was suspended from August 16, 1964, on the ground that she had failed to make her claim for benefit in the prescribed manner, as required by Regulations 146 and 148, in that she had failed to lodge her contribution records (her current insurance book) and had failed to prove by the date specified that her efforts to obtain them were unsuccessful.

The insurance book was subsequently deposited on September 9, 1964, and the disqualification was terminated on September 5, the Saturday preceding the date of deposit.

The claimant appealed to a board of referees on September 11. It appears from the appeal that the claimant was under the impression that her foreman would advise the company office to forward her insurance book to the UIC local office which, it seems, he failed to do.

She stated that upon receipt of the insurance officer's letter of September 3, 1964, she called at the office of the company for her book and mailed it to the local office.

In a memorandum to the board of referees, the insurance officer said she had decided to make no change in her decision. "Although the claimant, prior to filing her claim, had requested her employer to send her book to the local office, she did not carry out the instructions given by the local office to obtain her book from the employer and report to the local office by the 25th of August 1964," the insurance officer wrote.

In a subsequent letter to the local office, the claimant said:

I . . . would like to clarify some misunderstandings.

I have been employed by [the shoe company] since 1959 with 9 months' leave of absence in 1961 and have worked there since Nov. 1962. . . . I took sick on May 22, 1964, and was on sick benefit until August 17. . . .

I did not know my book had not been sent by my foreman until I received your letter, Sept. 8, and went to factory to claim the book and mail it to your office. I was unaware of the date Aug. 25th that my book was not at your office or that I was to report to the office on that date, trusting it had been sent. I don't feel I am to blame for this and sorry for all the trouble it has caused . . .

A board of referees heard the case on October 14, 1964. The claimant was neither present nor represented at the hearing. The board, in a brief decision, unanimously disallowed the claimant's appeal and upheld the insurance officer's decision.

The union of which the claimant is a member appealed to the Umpire. The appeal reads:

The claimant was on sick leave from May 22 to Aug. 17, 1964. When her doctor said she could return to work, Aug. 17, she called her foreman . . . on Aug. 12 to say she was able to return to work Aug. 17. He informed her there was no work on the machine she operated and told her she was unemployed until work was available. She asked a representative of the Company to have her book sent to the unemployment office and was assured he would. She was not aware until Sept. 8 that her book was not sent. Because of this error, three weeks were lost. We feel the claimant is eligible to receive back pay to compensate for this loss.

In a statement of observations for consideration by the Umpire, the Chief of the Adjudication Division of the Unemployment Insurance Commission said:

. . . The instructions given to a claimant when he files a claim for benefit are those contained in the Notification of Non-deposit of Insurance Book, form 417A, and are to the effect that he must obtain and deposit his insurance book immediately and, if he does not do so, he may be disqualified from receiving benefit. The claimant further undertakes to advise the local office by a specified date if he is unable to deposit his insurance book, giving the reason therefor. The lower portion "Direction to Claimants" of this form (below the perforation) is completed, detached and given to the claimant as a reminder of his obligation to obtain and deposit his insurance book with the local office as soon as possible and, if he is unable to obtain his book, to advise the local office by a specified date of the reason for delay.

In accordance with the requirements of Regulation 146(1) (c), a claimant who desires to make a renewal claim for benefit shall, in the prescribed manner, lodge, make arrangements to lodge or produce as and when directed his contribution records (insurance book) at the local office. In accordance with Regulation 146(3), a claimant who fails to lodge his contribution records at the time he applies for benefit is not entitled to receive benefit until his contribution records have been lodged at the local office unless, not later than a date specified by an officer of the Commission, he reports to the local office and proves that he (a) has made every effort to obtain his contribution records from his employer and has not been able to obtain them; or (b) has been prevented from lodging his contribution records by other circumstances beyond his control.

The claimant alleges that she asked her employer to send her insurance book to the local office and she was not aware until September 8 that her book had not been sent. However, it was incumbent on the claimant to follow-up with her employer to ensure that her book had in fact been sent to the local office.

Moreover, this does not relieve her of her responsibility, nor does it justify her failure to notify the local office by the specified date, August 25, 1964, to explain the steps she had

(Continued on page 664)

WAGE SCHEDULES

Wage Schedules Prepared and Contracts Awarded in May

Works of Construction, Remodelling, Repair or Demolition

During May the Department of Labour prepared 356 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 245 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 198 contracts, not listed in this report which contained the General Fair Wage Clause, were awarded by Central Mortgage and Housing Corporation. The St. Lawrence Seaway Authority and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in May for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	142	\$463,448.00
Post Office	15	140,031.75
Royal Canadian Mounted Police	6	40,069.50
Transport	5	56,597.79

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Labour Standards Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made in May

During May, the sum of \$6,796.73 was collected from seven contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 240 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in May

ATOMIC ENERGY OF CANADA LIMITED

Chalk River Ont: J C Sulphur Construction Ltd, completion of masonry work, computer bldg 508; T Wojdacki, interior painting of bldg 513. *Pinawa Man:* Imperial Construction Ltd, construction of apt bldg 2; Imperial Construction Ltd, construction of houses.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Gander Nfld: Benson Builders Ltd, exterior painting, DOT 2/53, 3/54 & 6/57. *St John's Nfld:* Benson Builders Ltd, exterior painting, Vets 1/49. *City Provence Que:* Lemay Construction Ltee, construction of sewers & water supply main & lift station. *Montreal area Que:* Alasco Montreal Inc, supply & installation of metal storm windows. *New Westminster B C:* Magnum Floors Ltd, laying of lino tile, Glenview apts. *Vancouver B C:* Magnum Floors Ltd, laying of lino tile, Broadway apts; Magnum Floors Ltd, laying of lino tile, Vancouver Terraces.

In addition, this Corporation awarded 32 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Restigouche Indian Agency Que: Sarto Cote Construction Ltd, trenching for installation of six inch water pipe, Restigouche reserve. *Six Nations Indian Agency Ont:* Cromar Construction Ltd, alterations & additions (phase 2), Mohawk residential school. *Kwawkweth Indian Agency B C:* Ocean Park Plumbing & heating Ltd, renovation of mechanical services (phase 2), & replacement of heating system, Alert Bay residential school.

DEFENCE CONSTRUCTION (1951) LIMITED

Summerside P E I: Boudreau Sheet Metal Works Ltd, reroofing leantos of hangars 1, 3 & 4, RCAF Station. *Greenwood N S:* Planned Renovators Ltd, exterior painting of married quarters, RCAF Station; Cameron Contracting Ltd, construction of fire hall, RCAF Station. *Camp Gagetown N B:* Combustion Engineering-Superheater Ltd, replacement or retubing HT water generating unit. *Chatham N B:* A N Clarke & Son Ltd, exterior painting of married quarters, RCAF Station. *Moncton N B:* A N Clarke & Son Ltd, exterior painting of married quarters & garages, RCAF Station. *Bouchard Que:* E M Construction Ltee, construction of ammunition repair bldg, camp.

Camp Borden Ont: Walker Painting & Decorating Co Ltd, exterior painting of married quarters, RCAF Station. *Centralia Ont:* Malach Roofing & Flooring Ltd, reroofing hangar 7, RCAF Station. *Kingston Ont:* M Sullivan & Son Ltd, renovations to stone frigate, Royal Military College. *Rockcliffe Ont:* Art Gaudreau Ltd, exterior painting of married quarters. *Shirley Bay Ont:* Andrews Bros Construction Ottawa Ltd, construction of incinerator bldg, DRB. *Trenton Ont:* Cardinal Painting & Decorating Co Ltd, exterior painting of married quarters, RCAF Station. *Uplands Ont:* Presley Painting & Decorating Co Ltd, exterior painting of married quarters, RCAF Station.

Portage la Prairie Man: Claydon Co Ltd, replacement of concrete apron, RCAF Station. *Winnipeg Man:* Donco Enterprises Ltd, joint seal replacement in concrete aprons, etc, RCAF Station; Bird Construction Co Ltd, addition to dining hall, Fort Osborne Barracks; Halls Associates (Western) Ltd, reroofing bldgs, Fort Osborne Barracks.

Namao Alta: Ernest Painting & Decorating Ltd, exterior painting of married quarters, RCAF Station. *Chilliwack B C:* Hay Decorating Co Ltd, interior painting of married quarters & bldgs, camp. *Comox B C:* Beaver Construction Co Ltd, rebuilding concrete apron, hangar

1, RCAF Station; J W Kokkelink, exterior painting of row-type apt, RCAF Station; J W Kokkelink, exterior painting of camp bldgs & married quarters, Work Point Barracks.

DEPARTMENT OF DEFENCE PRODUCTION

Goose Bay (Labr) Nfld: H A Krauspe Reg'd, interior painting of married quarters, RCAF Station. *Gander Nfld:* McNamara Construction of Nfld Ltd, repairs to roadbed & application of surface treatment, RCAF Station. *Summerside P E I:* Curran & Briggs Ltd, asphalt repairs, RCAF Station; Curran & Briggs Ltd, repairs to roads, etc, RCAF Station; Bernard Painters Ltd, interior painting of married quarters, RCAF Station.

Dartmouth N S: Dean's Nursery Ltd, repairing & sodding of grass areas, Shannon Park married quarters. *Halifax N S:* Webb Engineering Ltd, renewal of steam, air & condensate piping from bldg D64 to jetty 1, HMC Dockyard. *Shearwater N S:* Bryant Flooring Ltd, replacement of floor coverings in bldgs, RCN Air Station.

Chatham N B: Byron MacDonald Ltd, exterior painting of trims on bldgs, RCAF Station. *McGivney N B:* Flintkote Co of Canada Ltd, road repairs in married quarters area, 32 OAD, camp. *St Margarets N B:* Byron MacDonald Ltd, interior painting of bldgs, RCAF Station.

Bagotville Que: Laurent Bedard, exterior painting of married quarters, RCAF Station. *Montreal Que:* Gauthier & Frere Inc, installation of oil tank & burners, armoury, 2067 Bleury St. *St Hubert Que:* St Lawrence Steeplejacks Co Ltd, interior painting of barrack block 55, RCAF Station; Laurentian Steeplejacks Ltd, interior painting of barrack block 56, RCAF Station; St Lawrence Steeplejacks Co Ltd, interior painting of barrack block 65, RCAF Station; St Lawrence Steeplejacks Co Ltd, painting barrack block 60, RCAF Station.

Angus Ont: Ferri Contracting Ltd, application of asbestos shingles on walls of bldgs, depot 13 "X", RCAF. *Brockville Ont:* Glen Smith Building Services, replacement of roof, armoury. *Centralia Ont:* Ken Douglas Painting & Decorating, interior painting of barrack blocks 3 & 10, RCAF Station; Western Painting & Decorating Services, exterior painting of married quarters, RCAF Station; Western Painting & Decorating Services, exterior painting of bldgs, RCAF Station; Stebbins Paving Contractors, cutting & sealing cracks on airfield runways & taxi strips, RCAF Station; Towland Construction Ltd, repairing driveways of married quarters, RCAF Station.

Falconbridge Ont: Denis Biro Painting & Gyproc Joint Filling Contractor, interior painting of married quarters, RCAF Station. *Kingston Ont:* Kingston Roofing & Flooring Co Ltd, replacement of tiles in married quarters. *Oakville Ont:* Professional Painting & Decorating, interior painting & washing walls of married quarters, Surrey Park. *Petawawa Ont:* Irving Harding Ltd, replacement of sheet metal roof surface, camp. *Uplands Ont:* Ottawa Valley Tank Lines Ltd, sealing asphalt pavement on station roads. *Weston Ont:* Black & McDonald Ltd, replacement of fire alarm panel, stations & bells, etc.

Shilo Man: Wheat City Roofing Co, repairing & gravelling roofs of duplex housing units, camp; G T Smith & Sons Ltd, installation of fire detection, warning & alarm system in bldgs, camp. *Wasagamung Man:* Arnason Construction Co Ltd, construction of sewage stabilization pond, Clear Lake cadet camp; Dixon Painting & Flooring, interior & exterior painting of bldg, Clear Lake cadet camp. *Winnipeg Man:* Oswald Decorating Co, exterior painting of bldgs, Fort Osborne barracks.

Grande Prairie Alta: D & B Contractors Ltd, repair of truss members, armouries. *Namoo Alta:* Bob Elliot Painting & Decorating Ltd, interior painting of married quarters, RCAF Station. *Esquimalt (Victoria) B C:* Laing & Clements Construction, alterations to windows & locker rooms in bldg 88, HMCS *Naden*. *Extension B C:* Fitcher & Helgesen Ltd, erection of perimeter security fence. *Matsqui B C:* Columbia Bitulithic Ltd, road paving & grading, HMCS *Aldergrove*. *Victoria B C:* Plaza Paint Pot, interior painting of married quarters, Work Point Barracks.

In addition, this Department awarded 69 contracts containing the General Fair Wages Clause.

(Catering Services)

Hamilton Ont: Canada Catering Co Ltd, food & food services, HMCS *Patriot*. *Clear Lake Man:* Dominion Catering Co Ltd, food services, Clear Lake cadet camp. *Shilo Man:* Dominion Catering Co Ltd, food services, camp. *Wainwright Alta:* Canada Catering Co Ltd, food services, camp. *Comox B C:* Canada Catering Co Ltd, food & food services, HMCS *Quadra*.

NATIONAL HARBOURS BOARD

Halifax N S: J G Fitzpatrick Ltd, construction of transit shed 9A on pier 9. *Saint John N B:* Westeel Products Ltd, replacement of dockside doors, sheds 1 & 11. *Quebec Que:* F F Sprinklers Ltd, installation of sprinkler system, shed "A".

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

Prince Edward Island National Park P E I: Maritime Electric Co Ltd, installation of submarine cable to service Rustico Island. *Jasper National Park Alta:* Crawley & Mohr Ltd, installation of prefabricated kitchen shelter & toilet bldg, Whistler Mountain campground.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

POST OFFICE DEPARTMENT

This Department awarded seven contracts containing the General Fair Wages Clause

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Windsor Ont: D'Amore Construction (Windsor) Ltd, construction of sewers, sewage force mains, bldgs, pumping stations, etc, (contract 1); Keystone Contractors Ltd, construction of sewers, sewage force mains, bldgs, pumping stations, etc, (contract 2).

DEPARTMENT OF PUBLIC WORKS

Bay de Verde Nfld: Babb Construction Ltd, breakwater repairs. *Bell Island Nfld:* M A Rose & Son Ltd, construction of access road to light station. *Bonavista (O'Dea's Pond) Nfld:* Benson Builders Ltd, reconstruction of walls. *Conche Nfld:* Glen Construction Co Ltd, wharf reconstruction. *Harbour Breton Nfld:* Cameron Contracting Ltd, wharf improvements. *Newton Nfld:* Beaton Abbott, wharf replacement. *Norris Point Nfld:* Gid Sacrey Ltd, wharf reconstruction. *Pass Island Nfld:* Power Construction Ltd, construction of community stage wharf. *Red Head Cove Nfld:* Quinlan Bros Ltd, wharf repairs. *Roddickton Nfld:* Avalon Construction & Engineering Ltd, wharf extension.

Fishing Cove P E I: H J Phillips & Son, construction of protection wall. *Little Sands P E I:* Colin R MacDonald Ltd, breakwater repairs. *Miminegash P E I:* Morrison & McRae Ltd, harbour improvements.

Arisaig N S: A E Whidden, breakwater—wharf repairs. *Bear Point N S:* Leonard W Shaw, wharf repairs. *Cheticamp Point N S:* Allan J MacDonald, repairs to harbour works. *Dartmouth N S:* Cooke Sales Ltd, installation of reversible belt conveyor, federal bldg. *Fall's Point N S:* Continental Construction Co Ltd, harbour improvements. *Grand Etang N S:* Universal Pipe Line Welding Ltd, installation of water supply. *L'Archeveque N S:* Colin R MacDonald Ltd, west breakwater repairs.

Lower East Pubnico N S: Seaport Contractors & Landscape Ltd, site preparation. *Margaree Harbour N S:* Arthur A Cormier, west breakwater repairs. *Pinkney's Point N S:* Clare Construction Co Ltd, approach repairs. *Pleasant Bay (The Ponds) N S:* Nova Construction Co Ltd, harbour improvements. *Port Hood Island (Smith's Cove) N S:* Colin R MacDonald Ltd, harbour improvements. *Port Latour N S:* Shelburne Contracting Ltd, wharf repairs. *Port Morien N S:* R A Douglas Ltd, harbour improvements. *Wallace N S:* Stanley Reid, wharf reconstruction. *Weymouth North N S:* Stanley Reid, construction of wharf mooring.

Cape Bald N B: Scott Wheaton Ltd, breakwater repairs. *Grand Anse N B:* Comeau & Savoie Construction Ltd, wharf repairs. *Newcastle N B:* M F Esson & Sons Ltd, wharf repairs. *Petit Rocher N B:* Comeau & Savoie Construction Ltd, breakwater repairs. *Ste Marie-sur-Mer N B:* Comeau & Savoie Construction Ltd, breakwater repairs. *Shippegan Gully N B:* Diamond Construction (1961) Ltd, east breakwater reconstruction.

Anse-aux-Basques Que: Jean Charles Tremblay, construction & installation of gauge-way. *Baie Ste-Catherine (Anse-au-Portage) Que:* Georges Cauchon, wharf repairs. *Brion Island (M I) Que:* Adrien Arseneau, breakwater repairs. *Cap Bon Desir Que:* Philias Savard, construction of access road to light station. *Cap Chat Que:* Les Entreprises Mont Sterling, wharf repairs. *Chute-aux-Outardes Que:* Landry Construction Inc, construction of post office bldg. *Entry Island (M I) Que:* Adrien Arseneau, harbour improvements. *Havre Aubert (M I) Que:* Turbide & Jomphe Enrg, wharf extension.

Hull Que: Stanley G Brookes Ltd, lighting causeway bridge; Beaudoin Construction Ltd, installation for computing devices, National Printing Bureau. *Les Eboulements Que:* La Fonderie de Lauzon Ltee, improvements to hoisting apparatus. *Montreal Que:* Allied Bldg Services (1962) Ltd, repointing & cleaning of masonry, international civil aviation bldg, 1080 University Ave. *Pointe Claire Que:* Ron Engineering & Construction (Quebec) Ltd, construction of bldg for pulp & paper research institute of Canada. *Quebec Que:* Sanitation & Industrial Maintenance Co Ltd, interior cleaning, UIC bldg, 155 Dorchester St South.

Riviere-au-Tonnerre Que: Lang Construction Co Ltd, landing pier improvements. *Riviere Madeleine Que:* Wilbrod LeTourneau, construction of slipway & hauling plant. *Sacre-Cœur Que:* Girard & Frere Enr, construction of post office bldg. *Ste Henedine Que:*

Roger Turgeon, construction of post office bldg. *St Laurent Que*: Prieur Entreprises Inc, modifications & alterations to former stills area, National Film Board, 3255 Cote de Liesse Rd; Prieur Entreprises Inc, installation of refrigeration units, National Film Board, 3255 Cote de Liesse Rd.

St Roch de Belle Combe (Lac Caron) Que: Gilles Mercier Enrg, construction of launching ramp & approach improvements. *St Vincent de Paul Que*: The Highway Paving Co Ltd, grading, base course & paving of access roads, Leclerc institution; Les Entreprises Alpha Co Ltee, alterations to administration bldg, federal training centre. *Verdun Que*: Nation-Wide Interior Maintenance Co Ltd, interior cleaning of UIC bldg.

Burlington Channel Ont: Bermingham Construction Ltd, harbour repairs & improvements, east part of south pier (stage 1). *Cornwall Island Ont*: Arthur Bros Window & Floor Cleaning Service, interior cleaning, etc, customs hwy office. *Don Mills Ont*: Harry S Denning Service Ltd, interior cleaning & maintenance of post office. *Elmira Ont*: Gorsline Construction Ltd, construction of post office bldg. *Etobicoke Ont*: Scollard Maintenance Ltd, interior cleaning of post office. *Fort Erie Ont*: B Zaitz Construction & Marine Ltd, construction of customs wharf & office.

Fort William Ont: Claydon Co Ltd alterations to post office bldg, Syndicate Ave. *Goderich Ont*: Nadeco Ltd, construction of water gauge station. *Hamilton Ont*: Ruliff Grass Construction Co Ltd, harbour & wharf improvements, Wellington St; Canadian Dredge & Dock Co Ltd, improvements to Catherine St wharf extension (stage 4). *New Toronto Ont*: Harry S Denning Cleaning Service, interior cleaning & maintenance of postal station "U", 935 The Queensway. *Ottawa Ont*: Professor Antonio Maranzi, renovations of ceilings, House of Commons & Senate, Parliament Bldgs: Beaudoin Construction Ltd, construction of cafeteria canopy & alterations, 8th floor, Lorne Bldg; Murphy & Morrow Ltd, application of acoustical tile, DBS, Tunney's Pasture; Leslie Morgan Furniture Finishers, renovation of desks, chairs, etc, House of Commons Chamber; Normand-Farquharson Ltd, application of acoustical tile in various rooms, Brooke Claxton Bldg; Beaudoin Construction Ltd, painting & pointing of UIC Bldg, 385 Slater St; R & R Construction, alterations to basement, first & second floors, temporary bldg 2; Goldstein Bros Ltd, installation of exit & emergency lighting, RCMP HQ Bldg, Alta Vista Dr; J R Statham Construction Ltd, alterations to third & fourth floors, Ogilvy Bldg, Rideau St; Maurice Savard, exterior painting of "C" Bldg, Cartier Square.

Perth Ont: Burprom Ltd, wharf construction. *Portland Ont*: Latulippe Bros, wharf repairs. *Port Weller Ont*: Art Ellis Construction (St Catharines) Ltd, construction of pilotage office for Dept of Transport. *Richmond Hill Ont*: Ross Anderson, interior cleaning of federal bldg. *St Elmo Ont*: Owen J Walbridge, wharf reconstruction. *Scarborough Ont*: A B M Construction, alterations to bldg for Public Archives of Canada, 651 Warden Ave. *Silverwater Ont*: G F Coles Construction, wharf repairs.

Toronto Ont: Black & McDonald Ltd, supply & installation of air conditioning equipment, William Lyon MacKenzie Bldg; Anglo-Canadian Bldg Maintenance, interior cleaning, Sir William Mulock Bldg, 241 Jarvis St. *Wellington Ont*: Burprom Ltd, wharf repairs. *White River Ont*: J Anderson Construction, construction of post office bldg. *Wikwemikong Ont*: G F Coles Construction Ltd, wharf reconstruction.

Killarney Man: Wm L McArter, interior & exterior cleaning, federal bldg. *Saskatoon Sask*: Boychuck Construction (Sask) Ltd, construction of office & laboratory bldg, Canadian Wildlife Services, University of Saskatchewan, Dept of Northern Affairs & National Resources. *Calgary Alta*: Universal Construction Co Ltd, construction of UIC/DVA bldg; Parkins Construction Ltd, spandrel recladding to postal terminal bldg; Walter McKenzie Decorating Ltd, interior painting of federal bldg. *Fort Fitzgerald Alta*: Yukon Construction Co Ltd, wharf repairs. *Manning Alta*: MacCalder Construction Co Ltd, construction of post office bldg.

Hope Bay B C: Harbour Piledriving Co, wharf repairs. *Manson's Landing B C*: Ed Sawchuck Contracting Co Ltd, float extension. *New Westminster B C*: Walker Construction, alterations for water resources branch, Indian Affairs & Fisheries Bldg; Fraser River Pile Driving Co Ltd, installation of railway bridge trestle ties. *Oliver B C*: Alexander Faulds, interior cleaning of federal bldg. *Port Clements B C*: Holland Construction & Logging Ltd, wharf improvements.

Port Hardy B C: Basarab Construction Co Ltd, construction of post office bldg. *Port Washington B C*: Harbour Piledriving Co, wharf repairs. *Queen Charlotte City B C*: Pacific Piledriving Co Ltd, wharf renewal & extension. *Sidney B C*: Pacific Piledriving Co Ltd, wharf & float repairs, Beacon Ave. *Tofino B C*: Tom Gibson & Sons Contracting Ltd, break-water repairs. *Victoria B C*: Farmer Construction Ltd, construction of federal bldg for Dept of National Revenue & UIC.

Fort Smith N W T: Bert Johnson Painting, painting & redecorating federal housing. *Whitehorse Y T:* Frank Lang Painting & Decorating, exterior painting of housing units & garages, Valleyview, Riverdale & Takhini subdivisions; General Enterprises Ltd, replacement of pipe line on Normandy Rd.

In addition, this Department awarded 63 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

St Lambert Que: R E Stewart Construction Corp, construction of administration bldg. *St Lambert, Cote Ste Catherine & Beauharnois Que & Iroquois Ont:* Standish Bros Regd, grass control & fertilizing. *Port Colborne Ont:* Bridge & Tank Co of Canada Ltd, construction of safety cage & platforms on tower ladders, bridge 20, Welland canal. *Port Weller & St Catharines Ont:* Bridge & Tank Co of Canada Ltd, supply & installation of mitre gate operating machines for lower end of locks 1 & 3, Welland canal. *Port Weller, St Catharines & Thorold Ont:* Bridge & Tank Co of Canada Ltd, supply & installation of valve operating machines for lower end of locks 1, 3 & 7, Welland Canal.

St Catharines Ont: Antici Construction Co Ltd, restabilization of portion of weir bank on east side of waste weir, lock 2, Welland Canal; Bridge & Tank Co of Canada Ltd, structural & mechanical repairs & restoration of vertical lift bridge 5, Welland Canal. *Thorold Ont:* Peacock Contracting Ltd, pondage enlargement, lock 4 (stage 1), Welland Canal.

In addition, The St Lawrence Seaway Authority awarded two contracts containing the General Fair Wages Clause.

DEPARTMENT OF TRANSPORT

St Anthony Nfld: Pinsent Construction Co Ltd, construction of LORAN "C" monitor bldg, power house, dwellings, etc. *Brier Island N S:* E K Potter Ltd, construction of dwelling & storage shed. *Cape D'Or N S:* Cameron Contracting Ltd, demolition of various bldgs & construction of dwelling, fog alarm bldg, light tower & shed. *Cape St Mary N S:* Meteghan Home Furnishings, demolition of various bldgs & construction of dwellings, fog alarm bldg, light tower & shed. *Sydney N S:* Stephens Construction Ltd, construction of field electrical centre.

Charlo N B: North Shore Construction Ltd, paving of runway, airport. *Grand Manan Island N B:* Cameron Contracting Ltd, demolition of various bldgs & construction of shed, fog alarm bldg & light tower, Big Duck Island; Cameron Contracting Ltd, demolition of various bldgs & construction of fog alarm bldg & light tower, Long Point. *Musquash N B:* W G Usher Co Ltd, demolition of various bldgs & construction of dwelling, fog alarm bldg & light tower.

Dorval Que: Sestock Construction Ltd, construction of field electrical centre, Montreal International Airport. *Quebec Que:* Sanitation & Industrielle Mtce Co Ltée, cleaning of air terminal bldg. *Sept Iles Que:* Nordbec Construction Inc, alterations & additions to air terminal bldg.

Fort William Ont: B A Construction Ltd, strengthening of runway 12-30 & taxiway "A", Lakehead Airport. *Sault Ste Marie Ont:* J M Fuller Ltd, construction of sand storage bldg, etc.

Winnipeg Man: McEwen Bros Ltd, maintenance of landscaped grounds & interior plantings, international airport; Kraft Construction Co Ltd, construction of ASR-5 radar equipment bldg, pile foundations, power supply, access road, etc, international airport. *Regina Sask:* Huber Electric Co, installation of condenser discharge threshold identification lights, runway 07, airport. *Yorkton Sask:* Matheson Bros Ltd, reconstruction of circulating taxiway, airport.

Edmonton Alta: Alther Construction Ltd, modifications to maintenance garage, fire hall, international airport. *Grande Prairie Alta:* Standard General Construction (Int) Ltd, reconstruction of runway 06-24 & taxiways; Cookshaw Electric Ltd, installation of condenser discharge threshold identification lights, runway 29, etc, airport. *Lethbridge Alta:* E Lobe Contracting Ltd, surface treatment of runways 12-30, 05-23, etc, airport.

Kamloops B C: Roy & Pauline Franson, cleaning of air terminal bldg, airport. *Penticton B C:* Norman D & Angeline M Jacobs, cleaning of air terminal & aeradio bldgs, airport. *Triple Island B C:* D Robinson Construction Ltd, repairs, alterations & demolition work, combined dwelling & light tower. *Vancouver B C:* Beaver Construction Co Ltd, construction of taxiways for runway 08-26, access road & drainage improvements, airport; National Bldg Mtce Ltd, cleaning of air terminal bldg, etc, international airport. *Williams Lake B C:* P H Parent, cleaning of air terminal bldg, airport.

(Continued on page 664)

PRICE INDEX

Consumer Price Index, June 1965

The consumer price index (1949=100) rose 0.7 per cent to 139.0 at the beginning of June, from 138.0 in May. The June index was 2.7 per cent higher than the June 1964 index of 135.3.

The increase resulted mainly from a 2.3 per cent increase in the food index during the month, although indexes for housing, clothing, transportation, and recreation and reading were slightly higher than in May. The health and personal care index declined fractionally, while the tobacco and alcohol index was unchanged.

The food index increased 2.3 per cent to 137.6 from 134.5. Prices were substantially higher for beef and pork, most fresh vegetables and grapefruit. Other price increases were reported for a variety of items including veal, chicken, butter, cheese, peanut butter, infants' food, tea, apples and grapes. Prices were lower for eggs, fresh tomatoes, oranges and orange juice, and coffee.

The housing index rose fractionally to 140.6, up 0.1 per cent from 140.5. The shelter component was slightly higher as a result of increased rent and home-ownership prices. The household operation component was unchanged, as scattered price increases in furniture, textiles, and utensils and equipment were offset by lower prices for coal, carpets and some household supplies.

The clothing index moved up 0.1 per cent to 121.1 from 121.0. Higher prices were reported for laundry, dry-cleaning and shoe-repair services, as well as some items of men's and children's wear, piece goods, and women's and children's footwear.

The transportation index advanced 0.1 per cent to 147.0 from 146.8 reflecting a seasonal increase in train fares, and higher taxi fares in Winnipeg. The automobile operation component declined as increased prices for motor oil and lubrication were outweighed by lower prices for some new cars.

The health and personal care index declined 0.1 per cent to 175.4 from 175.6 owing to price decreases in some personal care items.

The recreation and reading index increased 0.3 per cent to 155.0 from 154.6. In the recreation component, prices were higher for bicycles and sports equipment, while price increases for newspapers in Montreal moved the reading component.

The tobacco and alcohol index was unchanged at 122.5.

Group indexes one year earlier (June 1964) were: food 132.5, housing 138.4, clothing 119.0, transportation 142.0, health and personal care 167.3, recreation and reading 151.4, tobacco and alcohol 120.2.

City Consumer Price Indexes, May 1965

Consumer price indexes (1949=100) were higher in nine of the 10 regional cities and unchanged in the tenth between April and May. Increases ranged from 0.1 per cent in St. John's to 0.6 per cent in Saskatoon-Regina and Edmonton-Calgary.

Food indexes were higher in all cities, the movements ranging from 0.1 per cent in St. John's to 2.1 per cent in Edmonton-Calgary. Housing indexes moved up slightly in five cities, down in one, and were unchanged in four. Clothing indexes edged downward in six cities, moved up slightly in one, and were constant in three. Transportation indexes were lower in five cities, higher in three cities and unchanged in two.

Health and personal care indexes moved up in five cities, down in three cities, and remained unchanged in two. Recreation and reading indexes rose in six cities, fell in one, and remained steady in three. Tobacco and alcohol indexes were constant in eight cities and higher in two.

Regional consumer price index point changes between April and May were: Saskatoon-Regina +0.8 to 131.9; Edmonton-Calgary +0.8 to 129.7; Montreal +0.6 to 137.4; Toronto +0.5 to 139.4; Halifax +0.4 to 133.9; Ottawa +0.4 to 137.7; Winnipeg +0.4 to 135.2; Saint John +0.3 to 136.4; St. John's +0.1 to 122.8*. Vancouver remained unchanged at 134.5.

Wholesale Price Index, May 1965

Canada's general wholesale index (1935-39=100) rose to 249.2 in May, up 0.6 per cent from the April index of 247.6 and 1.3 per cent above the May 1964 index of 245.9.

Six of the eight major group indexes advanced in May while one declined. The remaining one was unchanged.

The non-ferrous metals products group index moved up 3 per cent to 219.5 in May from the April index of 213.2, the animal products group index advanced 1.4 per cent to 260.1 from 256.5, and the iron products group index advanced 0.7 per cent to 265.6 from 263.8. There was a 0.3 per cent rise to 201.3 from 200.6 in the chemical products group index, the textile products group index also advanced 0.3 per cent to 247.1 from 246.4, and the vegetable products group index edged upward to 219.4 from 219.2.

The wood products group index, the only group which declined in May, eased to 333.1 from the April index of 333.3.

The non-metallic minerals products group index was unchanged at 190.8.

* On base June 1951=100.

The index of Canadian farm product prices at terminal markets (1935-39=100) advanced 5.1 per cent from 229.2 to 241.0 in the four-week period ending May 28. The animal products index rose 6.4 per cent from 270.6 to 288.0, and the field products index advanced 3.3 per cent from 187.8 to 194.0.

The price index of residential building materials (1935-39=100) declined 0.1 per cent in May to 341.3 from 341.7 in April. On the 1949 basis, it was down to 149.7 from 149.9.

The price index of non-residential building materials (1949=100) rose 0.3 per cent to 148.0 from 147.6.

U.S. Consumer Price Index, May 1965

The United States consumer price index (1957-59=100) rose three-tenths of 1 per cent to a record 109.6 in May from 109.3 in April. A year ago in May the index was 107.8.

The April-May price increase of six-tenths of 1 per cent was the largest since June-July 1963, when prices rose eight-tenths of 1 per cent.

The increase was caused by bad weather that drove up the prices of potatoes, lettuce, cabbage and tomatoes. Rising demand and short supplies pushed up the prices of beef, veal, pork and lamb.

Advances were also registered in transportation costs, clothing, cigarettes, medical and personal care, housekeeping services, maintenance and repairs, and property taxes.

British Index of Retail Prices, April 1965

The British index of retail prices (Jan. 16, 1962=100) rose to 112.0 at mid-April from 109.9 at mid-March, and 106.1 at mid-April, 1964.

The increase was caused mainly by higher prices of cigarettes, tobacco and alcoholic beverages, higher local rates and water charges, increases in the cost of motor vehicle licenses, and increases—largely seasonal—in the prices of tomatoes, partly offset by seasonal reductions in the price of household coal.

The food index rose to 111.6 from 110.4 in March.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 201.

Adult Education

1. CANADA. BUREAU OF STATISTICS. *Survey of Adult Education. L'éducation des adultes, 1961-62.* Ottawa, Queen's Printer, 1964. Pp. 55. Text in English and French.

2. WORKERS' EDUCATIONAL ASSOCIATION (GREAT BRITAIN). CENTRAL COUNCIL. *The Widening Horizon; Social Education in a Specialist Age.* London, 1964. Pp. [64]

Report of the WEA for the period between the Association's biennial conferences in March 1962 and April 1964.

Annual Reports

3. BRITISH COLUMBIA. DEPARTMENT OF LABOUR. *Annual Report for the Year ended December 31, 1964.* [Victoria?] Queen's Printer, 1965. Pp. 101.

4. BRITISH PRODUCTIVITY COUNCIL. *Annual Review, 1963/64.* London [1965] Pp. 20.

5. CANADA. BUREAU OF STATISTICS. [Twenty-second] *Annual Report on Benefit Periods established and terminated under the Unemployment Insurance Act, Calendar Year, 1963.* Ottawa, Queen's Printer, 1965. Pp. 112.

6. EUROPEAN ECONOMIC COMMUNITY. COMMISSION. *Seventh General Report on the Activities of the Community, 1 April, 1963-31 March, 1964.* Brussels, 1964. Pp. 366.

7. INTERNATIONAL INSTITUTE FOR LABOUR STUDIES. *Report for 1964.* Geneva, 1965. Pp. [16].

8. NEW BRUNSWICK. WORKMEN'S COMPENSATION BOARD. *Forty-sixth Annual Report, 1964.* St. John, 1965. Pp. 29.

9. NOVA SCOTIA. WORKMEN'S COMPENSATION BOARD. *Report for 1964*. Halifax, Queen's Printer, 1965. Pp. 35.

10. PRINCE EDWARD ISLAND. DEPARTMENT OF WELFARE AND LABOUR. *Ninth Annual Report for the Fiscal Year ended March 31st, 1964*. Charlottetown [1965]. Pp. 40.

11. U.S. DEPARTMENT OF LABOR. *Fifty-second Annual Report, Fiscal Year, 1964*. Washington, GPO, 1965. Pp. 221.

12. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Manpower and Automation Research sponsored by the Office of Manpower, Automation and Training, July 1, 1963-June 30, 1964*. Washington, GPO, 1964. Pp. 126.

13. U.S. PRESIDENT, 1963- (LYNDON B. JOHNSON). *Manpower Report of the President and a Report on Manpower Requirements, Resources, Utilization, and Training by the United States Department of Labor transmitted to the Congress, March 1965*. [Washington, GPO, 1965]. Pp. 276.

Automation

14. INTERNATIONAL LABOUR OFFICE. *Automation: a Discussion of Research Methods*. Geneva, 1964. Pp. 276.

In March 1964 the International Labour Office sponsored a Meeting of Experts on Automation with representatives from 12 countries. The purpose of the meeting was to examine the impact of automation and advanced technology on the labour force and the programs which have been developed for dealing with adverse consequences for the individual worker. This volume contains background papers prepared for the meeting, as well as the text of the conclusions and recommendations adopted by the meeting. The report was prepared for publication by Phillip Cohen of the Economics and Research Branch, Canada Department of Labour, then on loan to ILO.

15. QUINET, FELIX. *Technological change and collective agreements*. Remarks presented at the 32nd Conference of ACFAS (*Association canadienne-française pour l'avancement des Sciences*), University of Ottawa, November 1964. [Ottawa? Canada Dept. of Labour? 1964?] Pp. 11.

Business

16. COMMITTEE FOR ECONOMIC DEVELOPMENT. *Educating Tomorrow's Managers: the Business Schools and the Business Community. A Statement on National Policy by the Research and Policy Committee of the Committee for Economic Development*. New York, 1964. Pp. 47.

Contains an appraisal, along with conclusions and recommendations, of the functions of business schools and departments of business education in American colleges and universities.

17. IMMER, JOHN R. *Profitable Small Plant Layout*. 2d ed. Washington, GPO, 1964. Pp. [48]

Contents: Why be concerned about layout? Who does the work? Estimating costs and savings. Planning the layout. List requirements and functions of your plant. Major areas required. How to show the flow of materials. Layout of the workplace. Making the layout. Planning the move. Sources of information.

Economic Council of Canada

The following eleven studies were prepared as background papers for the First Annual Review of the Economic Council of Canada. They were published in Ottawa in 1965 by the Queen's Printer.

18. DALY, DONALD JAMES. *Federal Tax Revenues at Potential Output, 1960 and 1970*. Pp. 9, 325-336. Staff study No. 9.

19. DAWSON, JOHN ADDINGTON. *Changes in Agriculture to 1970*. Pp. 26. Staff study No. 11.

20. DENTON, FRANK T. *An Analysis of Post-war Unemployment*, by Frank T. Denton and Sylvia Ostry. Pp. 47. Staff study No. 3.

21. DENTON, FRANK T. *Population and Labour Force Projections to 1970*, by Frank T. Denton, Yoshiko Kasahara [and] Sylvia Ostry. Pp. 43. Staff study No. 1.

22. DOWNS, JOHN RICHARD. *Export Projections to 1970*. Pp. 38. Staff study No. 8.

23. DRABBLE, BERNARD J. *Potential Output, 1946 to 1970*. Pp. 81. Staff study No. 2.

24. HORNE, GILBERT RICHARD. *A Survey of Labour Market Conditions, Windsor, Ontario, 1964: a Case Study*, by G. R. Horne, W. J. Gillen [and] R. A. Helling. Pp. 34. Special study No. 2.

25. ILLING, WOLFGANG M. *Housing Demand to 1970*. Pp. 51. Staff study No. 4.

26. KEYS, B. ALLAN. *Special Survey of Longer Range Investment Outlook and Planning in Business*. Pp. 10. Staff study No. 6.

27. WHITE, DEREK A. *Business Investment to 1970*. Pp. 95. Staff study No. 5.

28. WILDGEN, FRANK. *National Saving at Potential Output to 1970*. Pp. 43. Staff study No. 10.

Employment Management

29. INSTITUTE OF PERSONNEL MANAGEMENT. *Personnel Management in Developing Countries*. Edited by J. E. Genders. London, 1964. Pp. 60.

The contributors to this booklet come from Kenya, British Guiana, India, Malaya and Nigeria. They discuss such matters as collective bargaining, industrial relations, joint consultation, job evaluation, and supervisory training.

30. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Personnel Practices in Factory and Office: Manufacturing*. New York, 1964. Pp. 152.

About 1800 manufacturers with 250 employees or more each are represented in this survey. There are 174 tables providing information about company practices in connection with employment procedures, hours of work and pay practices, communications, training and education, company services, time off with pay, employee benefit plans, health and safety, and miscellaneous work rules.

31. THORNE GROUP LTD. *Fringe Benefit Costs in Canada, 1963*. Toronto, 1964. 1 volume (various pagings).

This report, covering the calendar year 1963, is based on data received from 77 companies with a total working force of 318,310. Information is given concerning paid time off (vacation pay, holidays with pay) payments required by law (unemployment insurance, workmen's compensation, and old age security), pension and welfare plans, severance and termination pay, savings and thrift plans, year-end and special bonuses, and non-cash benefits (e.g. free meals, free lodging or housing, Christmas gifts and safety clothing.)

Industrial Relations

32. OWEN, WILLIAM VERN. *Industrial Relations: Management, Labor, and Society* [by] W. Y. Owen [and] Howard V. Finston. New York, Appleton-Century-Crofts, 1964. Pp. 339.

Contents: Pt. 1. The Nature of Industrial Relations. Pt. 2. The Parties. Pt. 3. Some Economic Issues. Pt. 4. Organization and Theoretical Analyses. Pt. 5. Operations.

33. VOLLMER, HOWARD M. *Employee Rights and the Employment Relationship*. Berkeley, University of California Press, 1960. Pp. 175.

"A publication of the Institute of Industrial Relations, University of California." This monograph is concerned with employees' attitudes toward their job rights.

International Labour Conference, 1965

The following four reports were prepared by the International Labour Office and published in Geneva in 1964 and 1965.

34. *Agrarian Reform, with Particular Reference to Employment and Social Aspects*. Sixth item on the agenda. Pp. 128.

At head of title: Report 6. International Labour Conference. Forty-ninth session, Geneva, 1965.

35. *The Employment of Women with Family Responsibilities*. Fifth item on the agenda. 2 volumes.

At head of title: Report 5(1)-(2). International Labour Conference. 49th session, Geneva, 1965. Part 1 contains a proposed Recommendation for consideration by member countries. Part 2 contains comments from member countries as well as English and French texts of the amended Recommendation.

36. *The Employment of Young Persons in Underground Work in Mines of All Kinds*. Fourth item on the agenda. 2 volumes.

At head of title: Report 4(1)-(2). International Labour Conference. 49th Session, Geneva, 1965. Part 1 contains proposed Conventions and Recommendations for consideration by member countries. Part 2 contains comments by the government and English and French texts of the revised Conventions and Recommendations.

37. *The Role of Co-operatives in the Economic and Social Development of Developing Countries*. Seventh item on the agenda. 2 volumes.

At head of title: Report 7(1)-(2). International Labour Conference. 49th session, Geneva, 1965. Part 1 contains a report for consideration by member governments. Part 2 contains comments and Proposed Conclusions based on the replies from member governments.

Queen's University Commerce Club

The following two publications were issued by Queen's University Commerce Club.

38. *The Commerecman, 1963*. Kingston [1963] Pp. 72.

"Feature: Marketing." This issue of "The Commerecman" contains a number of articles on marketing.

39. *The Commerecman, 1964*. Kingston [1964] Pp. 67.

"Feature: Finance." Partial Contents: The Development and Management of Mutual Funds, by T. O. Peterson. Women in Executive and Administrative Positions in Canada, by Elaine Knox. The Use of Psychological Tests in Canadian Industry, by D. W. Garth.

Labour Supply

40. INTERNATIONAL LABOUR OFFICE. *The Quality of Labour and Economic Development in Certain Countries, a Preliminary Study*, by Walter Galenson and Graham Pyatt. Geneva, 1964. Pp. 116.

Examines the relationship between labour and economic growth based on a study of 52 countries.

41. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Manpower for Technical Information Work; a Pilot Study*. Washington, GPO, 1964. Pp. 23.

Presents the findings and conclusions of a pilot study, "A study of manpower requirements for technical information support personnel", prepared by the Auerbach Corporation for the U.S. Dept. of Labor in January 1964.

Labouring Classes

42. ONTARIO. ROYAL COMMISSION ON COMPULSORY ARBITRATION IN DISPUTES AFFECTING HOSPITALS AND THEIR EMPLOYEES. *Report*. Toronto, 1964. Pp. 62.

The Royal Commission, Judge C. E. Bennett, chairman, was appointed in October 1963, "to inquire into and report upon the feasibility and

desirability of applying compulsory arbitration in the settlement of disputes between Labour and Management over the negotiation and settlement of terms of collective agreements affecting hospitals and their employees and, in particular, to the settlement of a dispute concerning the Trenton Memorial Hospital and its employees . . ." The report was submitted to the Lieutenant-Governor of Ontario on June 22, 1964.

43. SEABORNE, A. E. M. *Subjective Standards in Industrial Inspection*, by A. E. M. Seaborne and L. F. Thomas. London, HMSO, 1964. Pp. 28.

By means of case studies, this research study shows how factory inspectors develop skill in making subjective judgment of quality, how their standards of judgment are liable to be influenced, and how inspectors can acquire this skill and maintain consistent standards.

44. U.S. BUREAU OF LABOR STANDARDS. *State Workmen's Compensation Laws*. Rev. September 1964. Washington, GPO, 1964. Pp. 83.

45. U.S. BUREAU OF LABOR STATISTICS. *Brief History of the American Labor Movement*. [Rev. ed.] Washington, GPO, 1964. Pp. 100.

As well as relating the story of labour organization in the U.S.A. this pamphlet contains a chronology of important events in American labour history from 1778 to the end of 1963.

46. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Formal Occupational Training of Adult Workers; its Extent, Nature, and Use*. Washington, GPO, 1964. Pp. 48.

Based on a study prepared by the U.S. Bureau of Labor Statistics for the Office of Manpower, Automation and Training.

Older Workers

47. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *The Aging Worker in the Canadian Economy*. Ottawa, Queen's Printer, 1964. Pp. 60.

Provides information about workers aged 65 and over, as well as about workers aged between 45 and 64. Discusses age and composition of the Canadian labour force, the industries in which older men and women are employed, the unemployment of older workers, and the income picture of older people.

48. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Job Re-design; the Application of Biological Data on Aging to the Design of Equipment and the Organization of Work*, by Stephen Griew. Paris, 1964. Pp. 86.

This report "attempts to show that the job adjustment and productivity of older workers can be improved dramatically if their work is designed systematically to allow for the biological changes which occur with advancing age."

Organization for Economic Co-operation and Development

49. INTERNATIONAL JOINT SEMINAR ON GEOGRAPHICAL AND OCCUPATIONAL MOBILITY OF MANPOWER, CASTELFUSANO, ITALY, 1963. *Final Report*. Paris, Manpower and Social Affairs Directorate, Social Affairs Division, OECD, 1964. Pp. 213.

At head of title: International Seminars, 1963-4.

Supplement to the Final Report. [Paris, 1964] Pp. 109.

At this Seminar, representatives of employers' and workers' organizations from 16 member countries of OECD met to analyze the problems of facilitating adjustment to geographical and occupational changes, to discuss their experience, and to suggest an over-all programme needed in this field. The final report contains a summary of the discussions and four reports prepared for the Seminar giving background material. The supplement contains case studies prepared for the Seminar.

50. INTERNATIONAL TRADE UNION SEMINAR ON ECONOMIC AND SOCIAL PROGRAMMING, PARIS, 1963. *Final Report*. Paris, Manpower and Social Affairs Directorate, Social Affairs Division, OECD, 1964. Pp. 145.

At head of title: International Seminars, 1963-4.

Supplement to Final Report. [Paris, 1964] Pp. 126.

At this Seminar, trade unionists from OECD countries met "to review and compare their experience of economic and social programming in furthering national economic growth and the realisation of their social objectives." There is a review of reports and discussion in the Final Report while the Supplement contains reports prepared for the Seminar and country reports prepared by the participants.

51. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *The OECD at Work*. September 1964. Paris, 1964. Pp. 137.

Tells what the OECD does in the field of economics, international trade, manpower and social affairs, industry and energy, agriculture, fisheries, science and education.

Public Welfare

52. CANADIAN CONFERENCE ON SOCIAL WELFARE. *Interest Group Papers*, 1964. Ottawa, 1964. Pp. 220.

Some of the topics discussed at this conference were social and public welfare services, services for the aged and homemaker services.

53. CANADIAN CONFERENCE ON SOCIAL WELFARE. *Seminar Papers*, 1964. Ottawa, 1964. Pp. 351.

Some of the topics discussed at this Seminar were the working environment, leisure, manpower implications of technological change, the problems of the disabled in an industrial society, and poverty in Canada.

Redundancy

54. COOK, P. LESLEY. *Railway Workshops: the Problems of Contraction*. Cambridge [Eng.] University Press, 1964. Pp. 92.

In September 1962 the British Government announced a plan to close down some of the main workshops of British railways, reduce the staff by over 20,000 workers, and reorganize the remaining shops. This is an examination of the plan.

55. FOX, ALAN. *The Milton Plan; an Exercise in Manpower Planning and the Transfer of Production*. London, Institute of Personnel Management, 1965. Pp. 66.

A case history of the closure of an aluminium rolling mill belonging to British Aluminium Company Limited, and of the company's plans for transferring many of the workers to another mill in South Wales. This study tells of the company's success in closing the mill without a strike or disruption of any kind, but also of its failure to persuade employees to move from the old mill to the new one.

Wages and Hours

56. INTERNATIONAL LABOUR OFFICE. *Methods and Principles of Wage Regulation*. Third item on the agenda. Geneva, 1964. Pp. 76.

At head of title: Report 3. International Labour Organization. Second African Regional Conference, Addis Ababa, 1964.

57. UNIVERSITE LAVAL. DEPARTMENT DES RELATIONS INDUSTRIELLES. *Politiques de salaires: exigences nouvelles* [par] Jacques St. Laurent [et al.] Quebec, Les Presses de l'Université Laval, 1964. Pp. 171.

Report of the 19th Congrès des relations industrielles de l'Université Laval held in Quebec City, April 13 and 14, 1964. The papers presented

at this conference examine wage policy and the part played by the provincial government in determining wage policy in Quebec.

Women—Employment

58. NATIONAL CORPORATION FOR THE CARE OF OLD PEOPLE. *Not Too Old at Sixty; an Experiment in the Employment of Women of Pensionable Age by the Over Forty Association for Women*. London, c1963. Pp. 20.

The National Corporation for the Care of Old People, London, Eng., made a grant to the Over Forty Association for Women enabling the Association to find employment for many women over pensionable age.

59. U.S. WOMEN'S BUREAU. *Clerical Occupations for Women, Today and Tomorrow*. Washington [GPO] 1964. Pp. 69.

Describes trends in clerical jobs, various types of clerical occupations, and provides a general survey of the clerical field.

Miscellaneous

60. CANADIAN TAX FOUNDATION. *Inter-government Fiscal Relationships*. Toronto, 1964. Pp. 77.

Contents: Fiscal Adjustment in a Federal Country, by John F. Graham. The Basis and Effects of Provincial-Municipal Fiscal Decisions, by A. W. Johnson and J. M. Andrews.

61. SOCIAL PLANNING COUNCIL OF METROPOLITAN TORONTO. *Guides for Family Budgeting, prepared for the Use of Social and Health Agencies of Metropolitan Toronto*. Toronto, 1964. Pp. 64.

Contains "a statement of expenditures necessary for any Toronto family to maintain an acceptable level of living," some of the categories are food, clothing, housing and utilities, homefurnishings and equipment, health and medical care and supplies, etc.

Conciliation Proceedings

(Continued from page 640)

Dispute Settled after Strike Action

Newfoundland Employers' Association Limited, St. John's, Nfld., and The Longshoremen's Protective Union (L.G., December 1964, p. 1109). The parties signed the collective agreement on May 21 and the longshoremen returned to work on May 24.

Industrial Fatalities

(Continued from page 618)

machinery, automobiles, trucks, mine and quarry cars, belts, pulleys, chains, lines and hoisting or conveying apparatus. Electric current and over-exertion each caused seven fatalities, and seven were under the heading of miscellaneous accidents.

By province of occurrence, there were 76 fatalities in Ontario, 70 in British Columbia, 38 in Alberta, and 36 in Quebec.

During the quarter, there were 81 fatalities in January, 103 in February, and 84 in March.

Wage Schedules

(Continued from page 657)

Coppermine N W T: Yukon Construction Co Ltd, construction of storage warehouse, etc. *Yellowknife N W T*: O I Johnson Construction Ltd, construction of storage bldg, etc. *Mayo Y T*: General Enterprises Ltd, construction of access road to transmitter site & related work. *Watson Lake Y T*: Yukon Construction Co Ltd, construction of NDB bldgs & related work, airport. *Whitehorse Y T*: Huber Electric Ltd, installation of threshold identification lights, relocation of controls, approach & runway lighting for runway 31L, etc, airport.

In addition, this Department awarded 24 contracts containing the General Fair Wages Clause.

Decisions of the Umpire

(Continued from page 651)

taken to lodge her insurance book and the reason she was unable to deposit it, as she had agreed to do when she filed her renewal claim.

Considerations and Conclusions: As stated in the above statement of observations, "it was incumbent on the claimant to follow up with her employer to ensure that her insurance book had in fact been sent to the local office"; it was also her responsibility to inform the local office by August 25, 1964, of the steps she had taken to lodge her insurance book and of the reasons that prevented her from depositing it at her local office.

As the claimant did not comply with those requirements, she was rightly disqualified for having failed to make her claim for benefit in the prescribed manner.

I consequently decide to confirm the unanimous decision of the board of referees.

The union's appeal is dismissed.

LABOUR STATISTICS

	PAGE
Tables A-1 to A-3—Labour Force.....	665
Table B-1—Labour Income.....	667
Tables C-1 to C-6—Employment, Hours and Earnings.....	668
Tables D-1 to D-5—Employment Service Statistics.....	674
Tables E-1 to E-4—Unemployment Insurance.....	679
Tables F-1 and F-2—Prices.....	681
Tables G-1 to G-4—Strikes and Lockouts.....	682
Tables H-1 and H-2—Industrial Accidents.....	684

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION WEEK ENDED JUNE 19, 1965

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic	Quebec	Ontario	Prairies	British Columbia
The Labour Force.....	7,306	630	2,055	2,683	1,255	683
Men.....	5,185	462	1,485	1,858	897	483
Women.....	2,121	168	570	825	358	200
14-19 years.....	808	75	248	280	137	68
20-24 years.....	978	100	327	311	156	84
25-44 years.....	3,144	241	896	1,190	526	291
45-64 years.....	2,150	191	536	808	396	219
65 years and over.....	226	23	48	94	40	21
Employed.....	7,049	599	1,955	2,609	1,232	654
Men.....	4,993	435	1,408	1,808	879	463
Women.....	2,056	164	547	801	353	191
Agriculture.....	649	33	127	170	296	23
Non-agriculture.....	6,400	566	1,828	2,439	936	631
Paid workers.....	5,910	506	1,672	2,276	884	572
Men.....	4,081	359	1,183	1,541	598	400
Women.....	1,829	147	489	735	286	172
Unemployed.....	257	31	100	74	23	29
Men.....	192	27	77	50	18	20
Women.....	65	*	23	24	*	*
Persons not in labour force.....	5,807	638	1,741	1,921	955	552
Men.....	1,313	167	385	409	222	130
Women.....	4,494	471	1,356	1,512	733	422

*Less than 10,000.

**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED
JUNE 19, 1965, CANADA**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ⁽¹⁾	13,113	2,136	3,734	1,008	3,865	952	1,418
Labour Force.....	7,306	808	3,623	905	1,069	675	226
Employed.....	7,049	708	3,553	854	1,054	662	218
Unemployed.....	257	100	70	51	15	13	*
Not in the labour force.....	5,807	1,328	111	103	2,796	277	1,192
Participation rate ⁽²⁾							
1965, June 19.....	55.7	37.8	97.0	89.8	27.7	70.9	15.9
May 22.....	54.4	32.4	96.7	86.9	27.5	69.9	16.2
Unemployment rate ⁽³⁾							
1965, June 19.....	3.5	12.4	1.9	5.6	1.4	1.9	*
May 22.....	3.7	8.8	2.9	6.8	1.4	2.4	*

⁽¹⁾ Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

⁽²⁾ The Labour Force as a percentage of the population 14 years of age and over.

⁽³⁾ The unemployed as a percentage of the labour force.

* Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED JUNE 19, 1965

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	June 1965	May 1965	June 1964 ⁽¹⁾
Total unemployed.....	257	265	282
On temporary layoff up to 30 days.....	16	15	13
Without work and seeking work.....	241	250	269
Seeking full-time work.....	222	235	246
Seeking part-time work.....	19	15	23
Seeking under 1 month.....	111	75	115
Seeking 1-3 months.....	64	79	73
Seeking 4-6 months.....	30	52	38
Seeking more than 6 months.....	36	44	43

⁽¹⁾ Due to the introduction of revised weighting factors in March 1965, small adjustments have been made to estimates published before that time. See D.B.S. report "The Labour Force, March 1965", page 8.

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ⁽¹⁾						Totals ⁽²⁾
	Mining	Manu- facturing	Trans- portation, Storage and Communication ⁽³⁾	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Government)	Supple- men- tary Labour income	
1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
April.....	47.3	532.0	170.7							1,869.6
May.....	49.1	547.4	175.5	74.1	381.2	104.6	827.2	1,817.5	226.1	1,940.3
June.....	51.2	557.7	179.8							1,994.5
July.....	52.4	546.0	182.5							1,981.2
August.....	50.1	567.2	185.5	104.0	461.9	109.1	850.9	1,826.1	230.5	2,016.6
September.....	50.1	575.6	188.8							2,072.1
October.....	51.5	565.4	185.7							2,051.8
November.....	51.7	565.9	181.3	96.4	426.8	108.4	887.2	1,876.5	232.6	2,033.6
December.....	51.4	551.5	178.4							1,978.6
1965—										
January.....	52.4	566.1	181.9							1,991.0
February.....	53.3	564.4	180.4	77.5	374.3	107.6	869.0	1,907.1	233.7	1,997.8
March*.....	54.2	583.2	178.7							2,035.1
April†.....	52.9	586.7	184.1							2,067.9
Seasonally Adjusted										
1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
April.....	49.2	536.8	174.8							1,914.0
May.....	49.4	541.9	174.9	86.7	382.3	104.1	829.0	1,787.9	226.1	1,925.9
June.....	50.0	544.9	175.4							1,934.5
July.....	50.3	549.7	177.1							1,955.4
August.....	49.8	558.0	177.3	90.4	390.3	106.3	850.3	1,841.8	228.9	1,972.3
September.....	49.8	561.7	183.8							1,998.6
October.....	51.0	557.7	182.2							1,999.5
November.....	51.5	564.0	179.8	85.1	422.4	108.4	866.4	1,873.9	230.9	2,014.0
December.....	51.8	563.3	183.7							2,020.2
1965—										
January.....	53.0	578.5	185.9							2,063.0
February.....	53.8	575.3	187.3	91.4	462.6	111.1	889.9	1,925.8	237.2	2,077.1
March*.....	55.0	591.5	187.7							2,109.6
April†.....	55.0	592.0	188.5							2,118.7

⁽¹⁾Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

⁽²⁾Includes post office wages and salaries.

⁽³⁾Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at March, 1965 employers in the principal non-agricultural industries reported a total employment of 3,128,590. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite ^[1]			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	182.0	78.17	109.9	183.6	80.73
1962.....	121.5	187.6	80.59	113.3	189.2	83.17
1963.....	124.6	194.2	83.43	116.4	196.1	86.24
1964—						
March.....	123.5	198.5	85.27	118.4	202.0	88.82
April.....	124.6	201.0	87.33	118.6	203.9	89.66
May.....	129.1	202.0	86.80	121.4	204.8	90.05
June.....	133.4	201.6	86.62	124.2	204.1	89.73
July.....	134.0	202.0	86.76	122.6	202.7	89.11
August.....	136.4	203.0	87.19	126.4	203.9	89.65
September.....	136.2	204.8	88.00	126.3	207.0	91.01
October.....	134.7	205.9	88.47	123.6	207.3	91.15
November.....	134.7	204.7	87.94	124.4	206.8	90.91
December.....	131.2	199.1	85.53	121.8	201.6	88.66
1965—						
January.....	129.4	207.7	89.21	122.5	201.3	92.46
February*.....	129.5	207.9	89.30	122.6	209.4	92.07
March†.....	130.6	209.9	90.17	124.2	213.9	94.06

^[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES
AND SALARIES**

(1949=100) (The latest figures are subject to revision)

Source: Employment and Payrolls, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Mar. 1965	Feb. 1965	Mar. 1964	Mar. 1965	Feb. 1965	Mar. 1964
Provinces				\$	\$	\$
Atlantic Region.....	106.6	106.1	99.5	76.50	76.50	72.05
Newfoundland.....	131.0	131.9	123.7	80.97	82.07	79.06
Prince Edward Island.....	115.6	117.0	111.0	64.14	64.86	63.16
Nova Scotia.....	98.1	96.6	89.1	75.21	74.27	70.21
New Brunswick.....	105.7	105.6	101.1	76.42	76.85	70.79
Quebec.....	129.4	128.6	122.6	87.29	86.70	82.58
Ontario.....	135.2	133.6	128.0	93.85	91.85	88.48
Prairie Region.....	136.6	136.4	130.0	85.37	86.25	81.82
Manitoba.....	113.2	113.2	110.3	80.89	81.20	77.97
Saskatchewan.....	126.5	125.6	121.6	82.70	84.22	80.26
Alberta (Includes Northwest Territories).....	169.6	169.3	157.7	89.92	91.03	85.64
British Columbia (includes Yukon).....	127.2	124.6	118.7	98.33	99.10	92.88
Canada.....	130.6	129.5	123.5	80.17	89.30	85.27
Urban areas						
St. John's.....	147.3	144.2	138.3	67.42	67.84	64.91
Sydney.....	76.4	77.0	52.6	87.77	85.61	87.40
Halifax.....	135.1	133.6	129.5	76.63	76.48	72.41
Moncton.....	108.0	107.3	101.7	70.36	69.75	66.63
Saint John.....	118.7	116.5	113.0	77.94	80.17	71.53
Chicoutimi — Jonquiere.....	110.8	111.6	111.5	102.96	102.10	101.52
Quebec.....	130.3	128.5	123.1	77.00	75.73	71.57
Sherbrooke.....	119.0	118.9	115.5	77.18	75.44	71.56
Shawinigan.....	107.9	107.5	101.8	92.64	92.10	89.77
Three Rivers.....	119.2	117.4	117.3	78.32	79.54	77.49
Drummondville.....	98.8	98.4	92.0	72.32	71.70	69.86
Montreal.....	138.1	137.1	131.0	89.00	89.38	84.20
Ottawa — Hull.....	142.1	141.0	136.1	85.11	82.84	78.78
Kingston.....	137.6	137.8	130.6	87.97	82.85	86.16
Peterborough.....	109.7	109.6	103.4	97.33	95.39	92.15
Oshawa.....	249.1	248.8	228.9	122.69	116.33	104.41
Toronto.....	151.0	150.0	144.1	92.75	91.25	89.25
Hamilton.....	128.9	127.0	120.4	98.32	97.88	93.95
St. Catharines.....	132.6	131.7	121.4	109.35	107.66	99.41
Niagara Falls.....	99.9	100.7	95.1	92.36	92.81	86.94
Brantford.....	104.8	102.8	91.2	90.91	88.87	81.60
Guelph.....	141.7	141.7	131.5	86.61	83.39	78.45
Galt.....	131.4	129.3	128.6	82.41	80.95	77.52
Kitchener.....	153.6	152.2	142.4	82.68	81.05	78.74
Sudbury.....	143.6	140.9	130.0	100.93	100.71	99.90
Timmins.....	83.7	84.2	84.0	79.86	78.51	75.98
London.....	148.0	147.1	142.3	84.32	82.94	80.37
Sarnia.....	136.8	133.7	131.4	115.67	110.17	108.91
Windsor.....	91.8	75.3	81.9	114.73	92.97	96.99
Sault Ste. Marie.....	153.3	152.7	146.6	113.37	108.72	102.38
Fort William — Port Arthur.....	113.8	111.3	101.8	86.42	87.62	82.47
Winnipeg.....	116.5	116.1	113.2	77.78	77.96	75.28
Regina.....	150.3	149.7	145.8	80.85	81.39	79.55
Saskatoon.....	153.6	151.4	139.1	77.77	79.21	74.35
Edmonton.....	217.4	215.3	204.9	82.55	83.39	79.07
Calgary.....	199.2	198.6	179.0	88.55	89.62	85.10
Vancouver.....	129.9	127.1	121.8	96.00	96.26	91.77
Victoria.....	127.7	127.1	110.9	85.93	88.48	80.47

TABLE C-2a ESTIMATES OF EMPLOYEES, BY INDUSTRY, PROVINCES AND CANADA

Basis: Revised Standard Industrial Classification

Industry	Month and year	Nfld.	P.E.I.	N.S.	N.B.	Qué.	Ont.	Man.	Sask.	Alta.	B.C.	Canada
in thousands—en milliers												
Forestry.....	Mar. 1965 ^p	2.9	0.1	1.4	3.6	11.1	11.8	1.0	0.2	2.8	19.0	53.7
	Feb. 1965 ^p	2.8	0.1	1.3	4.4	16.9	13.9	1.1	0.3	2.8	17.7	63.0
	Mar. 1964	3.2	—	1.8	3.4	8.5	9.7	1.0	0.2	2.1	16.8	46.4
Mines, quarries and oil wells.....	Mar. 1965 ^p	5.4	—	7.7	2.2	24.9	32.3	5.1	4.3	20.5	8.5	110.9
	Feb. 1965 ^p	5.3	—	7.6	2.2	24.6	31.7	5.0	4.0	20.5	8.4	109.4
	Mar. 1964	4.4	—	3.8	1.6	23.2	32.8	5.1	3.6	19.0	8.2	101.8
Manufacturing industries.....	Mar. 1965 ^p	10.2	1.4	29.1	22.4	460.5	720.8	46.5	13.3	44.6	109.7	1,458.5
	Feb. 1965 ^p	10.4	1.5	28.4	21.6	458.9	708.8	46.5	13.1	43.6	107.4	1,440.1
	Mar. 1964	10.1	1.4	27.7	21.8	448.2	685.9	44.7	12.7	42.2	103.4	1,398.1
Non-durable goods manufacturing.....	Mar. 1965 ^p	8.1	1.1	14.7	13.5	288.0	313.5	26.1	8.8	23.7	39.9	737.3
	Feb. 1965 ^p	8.2	1.1	14.6	13.2	287.8	313.7	26.2	8.8	23.2	39.1	735.8
	Mar. 1964	7.8	1.1	14.9	13.0	284.6	312.2	24.8	8.8	22.7	38.1	725.0
Durable goods manufacturing.....	Mar. 1965 ^p	2.1	0.4	14.5	8.9	172.5	407.3	20.4	4.6	20.9	69.8	721.2
	Feb. 1965 ^p	2.1	0.4	13.8	8.4	171.1	395.1	20.3	4.3	20.4	68.3	704.3
	Mar. 1964	2.3	0.3	12.8	8.8	163.6	373.7	19.9	3.9	19.5	65.3	670.1
Construction.....	Mar. 1965 ^p	4.3	0.8	8.8	7.0	88.1	111.7	10.4	8.8	23.8	27.9	291.5
	Feb. 1965 ^p	4.5	0.8	7.9	6.9	87.0	110.2	10.8	9.0	24.9	26.0	287.9
	Mar. 1964	4.8	0.8	6.2	5.6	83.6	99.4	11.2	8.1	20.9	24.5	265.2
Transportation, communication and other utilities.....	Mar. 1965 ^p	12.4	2.1	23.2	22.3	146.0	190.1	38.4	24.3	46.0	66.8	571.6
	Feb. 1965 ^p	11.9	2.5	23.8	22.9	141.2	190.5	38.9	24.4	45.8	65.7	567.2
	Mar. 1964	11.6	2.1	21.8	21.8	139.4	184.2	37.4	24.2	44.3	62.3	549.2
Trade.....	Mar. 1965 ^p	13.5	3.5	25.7	21.1	226.4	342.3	45.6	32.9	66.0	86.9	863.9
	Feb. 1965 ^p	13.5	3.5	25.3	21.0	224.4	340.9	45.2	32.8	66.0	85.7	858.3
	Mar. 1964	13.3	3.3	25.1	21.1	215.2	332.1	43.4	31.7	63.1	80.8	829.1
Finance, insurance and real estate.....	Mar. 1965 ^p	1.4	0.5	5.5	4.1	66.5	99.8	11.5	7.0	13.4	20.6	230.3
	Feb. 1965 ^p	1.4	0.5	5.4	4.0	66.7	99.7	11.4	7.0	13.4	20.8	230.2
	Mar. 1964	1.3	0.5	5.2	3.8	63.6	94.5	11.1	6.5	13.3	19.2	218.5
Service (commercial sector) ⁽¹⁾	Mar. 1965 ^p	4.5	1.5	10.3	6.9	121.7	182.0	22.6	13.3	35.4	50.5	448.8
	Feb. 1965 ^p	4.3	1.4	10.2	6.9	121.2	180.2	22.6	13.0	34.6	49.7	444.2
	Mar. 1964	4.0	1.2	10.0	6.7	109.8	169.3	21.5	12.7	31.5	44.6	411.3
Total—Specified industries.....	Mar. 1965 ^p	54.5	10.0	111.7	89.6	1,145.2	1,690.8	181.1	104.1	252.5	389.8	4,029.2
	Feb. 1965 ^p	55.0	10.2	110.6	89.9	1,140.9	1,675.9	181.6	103.8	251.6	380.9	4,000.4
	Mar. 1964	52.7	9.3	101.4	85.8	1,091.5	1,607.9	175.4	99.7	236.4	359.8	3,819.9

⁽¹⁾ Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

^p Preliminary figures. * Revised figures. Note: Estimates may not add to totals due to rounding.

**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY
WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, DBS

NOTE: Information for other industries is given in Employment and Payrolls

Industry	Employment			Average Weekly Wages and Salaries		
	Mar. 1965	Feb. 1965	Mar. 1964	Mar. 1965	Feb. 1965	Mar. 1964
Mining	120.1	118.9	109.1	\$ 110.88	\$ 110.50	¥ 107.50
Metal mining.....	135.1	134.1	125.5	110.63	109.89	106.24
Gold.....	59.9	60.0	63.3	89.86	88.44	86.47
Other metal.....	204.0	202.9	183.3	116.27	115.51	112.59
Fuels.....	90.5	90.2	73.9	117.43	116.06	118.29
Coal.....	38.0	37.7	21.9	86.32	80.17	80.73
Oil and natural gas.....	303.7	303.0	284.8	133.21	135.06	129.99
Non-metal.....	138.0	134.7	138.7	99.43	102.00	95.70
Manufacturing	124.2	122.6	118.4	94.06	92.07	88.82
Durable goods.....	135.3	132.2	125.9	102.49	99.37	95.23
Non-durable goods.....	114.8	114.5	112.1	85.75	85.03	82.76
Food and beverages.....	110.0	109.3	107.0	82.41	81.71	80.32
Meat products.....	135.4	133.4	130.8	89.27	87.96	88.27
Canned and preserved fruits and vegetables.....	89.0	89.1	83.6	75.38	73.63	71.05
Grain mill products.....	90.3	91.0	95.8	89.95	91.25	88.29
Bread and bakery products.....	113.0	111.9	111.5	76.50	76.11	75.56
Distilled and malt liquors.....	93.0	93.9	91.8	113.85	112.55	111.07
Tobacco and tobacco products.....	87.9	105.5	95.2	87.07	81.19	81.12
Rubber products.....	120.8	120.5	116.6	94.05	94.08	90.25
Leather products.....	89.9	90.0	89.9	83.15	82.73	58.97
Boots and shoes (except rubber).....	91.6	92.0	93.8	61.36	61.06	56.89
Other leather products.....	86.8	86.3	82.7	66.58	65.96	63.27
Textile products (except clothing).....	91.4	91.0	89.4	74.30	73.07	71.00
Cotton yarn and broad woven goods.....	76.5	77.4	76.9	72.09	71.67	67.83
Woollen goods.....	62.8	62.8	65.9	68.84	67.28	64.77
Synthetic textiles and silk.....	118.6	118.1	106.5	81.04	78.07	79.38
Clothing (textile and fur).....	103.1	102.9	100.9	58.14	57.85	55.01
Men's clothing.....	110.0	109.0	105.3	56.98	56.57	54.03
Women's clothing.....	116.5	116.7	114.9	58.78	59.52	56.39
Knit goods.....	78.9	79.0	74.9	58.54	58.07	54.57
Wood products.....	115.7	114.7	112.4	80.29	81.13	75.87
Saw and planing mills.....	116.6	116.0	115.2	83.14	84.81	78.59
Furniture.....	130.7	129.4	121.9	76.99	76.06	72.55
Other wood products.....	81.5	79.3	79.3	69.78	69.81	65.56
Paper products.....	132.2	131.4	127.4	106.37	105.92	103.22
Pulp and paper mills.....	130.3	129.8	126.9	114.33	114.48	111.54
Other paper products.....	136.6	135.3	128.7	88.41	86.53	83.53
Printing, publishing and allied industries.....	128.9	128.3	126.4	101.00	100.05	97.56
Iron and steel products.....	129.0	126.7	118.5	105.87	103.24	100.08
Agricultural implements.....	84.8	83.3	73.6	114.21	110.01	111.63
Fabricated and structural steel.....	171.3	168.7	145.5	104.68	103.17	100.88
Hardware and tools.....	134.6	133.0	123.9	92.68	90.44	87.76
Heating and cooking appliances.....	113.6	111.8	111.7	88.76	88.13	86.87
Iron castings.....	116.2	108.4	108.5	104.46	100.25	94.90
Machinery, industrial machinery.....	157.2	154.9	139.5	102.95	100.51	96.42
Primary iron and steel.....	148.0	147.4	137.5	119.85	117.63	113.43
Sheet metal products.....	123.6	121.0	118.9	101.86	98.15	95.76
Wire and wire products.....	137.5	136.5	124.1	103.67	100.53	99.85
Transportation equipment.....	139.4	131.6	126.1	116.38	107.96	102.74
Aircraft and parts.....	252.8	252.8	253.1	111.03	108.59	104.83
Motor vehicles.....	165.1	140.9	144.9	141.19	123.27	117.59
Motor vehicle parts and accessories.....	171.6	171.1	153.9	114.30	108.32	97.80
Railroad and rolling stock equipment.....	64.3	62.3	57.4	96.82	95.53	91.37
Shipbuilding and repairing.....	154.3	147.5	133.6	101.63	96.26	92.18
Non-ferrous metal products.....	134.4	133.9	130.1	103.44	102.51	101.24
Aluminum products.....	134.6	133.6	142.1	101.16	99.33	96.37
Brass and copper products.....	120.6	119.9	116.0	99.23	96.67	96.86
Smelting and refining.....	145.3	144.8	140.0	113.08	112.90	112.15
Electrical apparatus and supplies.....	168.5	167.0	156.9	99.07	97.16	93.35
Heavy electrical machinery.....	122.7	123.5	117.9	104.99	103.04	100.17
Telecommunication equipment.....	288.9	288.4	276.9	94.46	94.08	89.98
Non-metallic mineral products.....	159.7	155.7	147.4	97.33	97.15	92.83
Clay products.....	92.0	90.2	83.9	86.90	86.97	84.34
Glass and glass products.....	187.2	181.2	171.7	91.65	92.96	90.26
Products of petroleum and coal.....	139.0	138.0	137.9	131.92	131.93	128.75
Petroleum refining and products.....	142.2	141.0	141.1	132.59	132.75	129.42
Chemical products.....	143.2	141.9	137.9	107.33	107.08	105.40
Medicinal and pharmaceutical preparations.....	133.3	132.2	127.9	96.81	97.03	92.98
Acids, alkalis and salts.....	162.3	161.4	154.5	119.41	119.03	118.91
Miscellaneous manufacturing industries.....	162.9	161.5	158.6	81.55	80.30	78.56
Construction	119.9	116.0	107.7	100.06	95.88	88.65
Building and general engineering.....	126.2	123.6	110.2	107.74	105.28	93.84
Highways, bridges and streets.....	109.4	103.5	103.5	85.41	86.22	79.52
Electric and motor transportation	154.4	151.0	145.6	93.38	93.52	92.10
Service	190.0	187.9	172.4	63.65	63.90	60.67
Hotels and restaurants.....	159.0	157.4	146.7	47.63	48.08	46.31
Laundries and dry cleaning plants.....	164.6	163.2	149.9	55.45	55.72	53.26
Industrial composite	130.6	129.5	123.5	90.17	89.30	85.27

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBSNOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	March 1965	Feb. 1965	March 1964	March 1965	Feb. 1965	March 1964
				\$	\$	\$
Newfoundland.....	40.3	40.7	42.4	1.82	1.80	1.80
Nova Scotia.....	41.6	40.7	40.8	1.85	1.83	1.80
New Brunswick.....	42.7	41.9	40.3	1.81	1.80	1.69
Quebec.....	42.0	41.7	41.2	1.86	1.85	1.80
Ontario.....	41.5	40.2	40.9	2.24	2.20	2.12
Manitoba.....	40.3	40.3	40.0	1.88	1.87	1.83
Saskatchewan.....	38.8	39.0	39.3	2.14	2.13	2.08
Alberta (includes Northwest Territories).....	40.0	40.5	39.8	2.11	2.10	2.06
British Columbia (includes Yukon Territory).....	38.1	38.7	38.2	2.58	2.57	2.43

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED
WAGE EARNERS IN MANUFACTURING**SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963.....	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1964—March.....	40.7	2.01	81.84	196.1	145.2
April.....	41.1	2.01	82.67	198.1	146.7
May.....	41.4	2.02	83.55	200.2	147.9
June.....	41.2	2.02	83.22	199.4	146.5
July.....	40.9	2.01	82.10	196.7	144.5
August.....	41.3	2.02	83.31	199.6	147.2
September.....	41.7	2.03	84.78	203.1	149.8
October.....	41.6	2.03	84.35	202.1	148.7
November.....	41.2	2.04	84.04	201.3	147.2
December.....	38.8	2.08	80.65	193.2	141.1
1965—January.....	41.0	2.08	85.34	204.5	149.0
February*.....	40.6	2.08	84.48	202.4	147.4
March†.....	41.3	2.11	87.15	208.8	151.6

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage Earners)

Source: *Man-Hours and Hourly Earnings, DBS*

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1965	Feb. 1965	Mar. 1964	Mar. 1965	Feb. 1965	Mar. 1964	Mar. 1965	Feb. 1965	Mar. 1964
				\$	\$	\$	\$	\$	\$
Mining	43.0	42.3	42.4	2.39	2.40	2.34	102.65	101.54	99.07
Metal mining.....	42.7	42.1	42.2	2.46	2.46	2.39	104.75	103.59	100.60
Gold.....	43.2	41.4	43.2	1.92	1.96	1.85	82.74	81.04	79.92
Other metal.....	42.5	42.3	41.8	2.61	2.61	2.57	111.15	110.19	107.73
Fuels.....	44.3	42.4	43.5	2.30	2.32	2.31	101.99	98.33	100.30
Coal.....	43.4	39.9	41.0	1.96	1.94	1.92	84.37	77.14	78.59
Oil and natural gas.....	48.4	46.5	45.2	2.72	2.74	2.55	123.49	124.43	115.45
Non-metal.....	42.5	43.2	42.2	2.20	2.23	2.16	93.74	96.28	91.28
Manufacturing	41.3	40.6	40.7	2.11	2.08	2.01	87.15	84.48	81.84
Durable goods.....	42.2	41.0	41.2	2.30	2.26	2.17	96.76	92.67	89.26
Non-durable goods.....	40.5	40.2	40.3	1.90	1.89	1.85	77.03	76.16	74.49
Food and beverages.....	40.5	40.2	40.8	1.85	1.85	1.79	74.91	74.19	73.16
Meat products.....	40.1	39.2	41.0	2.09	2.09	2.03	83.83	81.86	82.96
Canned and preserved fruits and vegetables.....	39.6	39.0	40.1	1.62	1.62	1.55	64.30	63.08	62.05
Grain mill products.....	42.2	43.0	43.3	2.01	2.02	1.94	84.71	86.82	83.77
Bread and other bakery products.....	40.9	40.3	41.5	1.74	1.75	1.70	71.15	70.64	70.55
Distilled liquors.....	40.4	40.8	40.7	2.42	2.41	2.36	97.79	98.39	95.93
Malt liquors.....	39.5	39.3	39.4	2.60	2.59	2.56	102.63	102.02	101.01
Tobacco and tobacco products.....	36.6	37.8	37.1	2.19	1.98	2.00	80.10	74.90	74.31
Rubber products.....	41.8	41.8	41.3	2.11	2.10	2.03	88.11	88.01	83.79
Leather products.....	40.4	40.5	39.2	1.43	1.42	1.37	57.91	57.60	53.70
Boots and shoes (except rubber).....	40.4	40.5	38.8	1.40	1.38	1.34	56.44	56.22	51.83
Other leather products.....	40.6	40.4	40.2	1.50	1.49	1.43	60.77	60.03	57.63
Textile products (except clothing).....	41.7	41.2	42.1	1.61	1.60	1.52	66.98	65.65	64.07
Cotton yarn and broad woven goods.....	41.1	40.9	41.3	1.65	1.65	1.52	67.85	67.56	62.95
Woolen goods.....	43.0	42.0	42.0	1.47	1.46	1.40	63.00	61.29	58.67
Synthetic textiles and silk.....	41.5	40.4	43.3	1.71	1.69	1.66	71.07	68.17	71.90
Clothing (textile and fur).....	38.9	38.8	38.1	1.37	1.36	1.31	53.18	52.83	50.06
Men's clothing.....	39.0	38.9	38.4	1.35	1.34	1.30	52.50	52.16	49.93
Women's clothing.....	37.0	37.2	36.3	1.47	1.48	1.42	54.49	55.07	51.64
Knit goods.....	41.9	41.8	40.6	1.27	1.26	1.22	53.17	52.68	49.42
*Wood products.....	41.4	41.8	40.8	1.84	1.85	1.77	76.21	77.20	72.01
Saw and planing mills.....	40.6	41.4	40.3	1.97	1.98	1.89	79.90	81.92	76.14
Furniture.....	42.9	42.7	41.5	1.67	1.65	1.59	71.61	70.54	66.20
Other wood products.....	42.1	41.9	41.8	1.53	1.54	1.43	64.54	64.36	59.88
Paper products.....	41.5	41.3	41.4	2.40	2.40	2.34	99.63	99.22	97.15
Pulp and paper mills.....	41.5	41.6	41.7	2.59	2.59	2.53	107.47	107.63	105.28
Other paper products.....	41.4	40.7	40.8	1.94	1.92	1.86	80.24	78.11	75.89
Printing, publishing and allied industries.....	39.2	38.7	39.0	2.55	2.54	2.49	99.89	98.28	97.15
*Iron and steel products.....	42.0	41.3	41.4	2.40	2.37	2.30	101.08	97.74	95.05
Agricultural implements.....	41.9	41.0	43.0	2.61	2.62	2.48	109.10	103.29	106.49
Fabricated and structural steel.....	41.6	40.8	41.6	2.31	2.31	2.22	96.19	94.13	91.81
Hardware and tools.....	43.2	42.3	42.8	2.00	1.99	1.90	86.46	84.25	81.42
Heating and cooking appliances.....	40.2	39.3	41.1	2.02	2.01	1.97	81.11	79.14	80.94
Iron castings.....	43.2	42.1	41.5	2.36	2.29	2.20	101.82	96.44	91.46
Machinery, industrial.....	43.0	42.7	42.3	2.26	2.22	2.14	96.99	94.94	90.61
Primary iron and steel.....	41.1	40.9	40.0	2.81	2.76	2.72	115.30	112.73	108.84
Sheet metal products.....	41.4	40.2	40.9	2.32	2.26	2.19	96.17	90.83	89.43
Wire and wire products.....	43.0	41.2	42.3	2.29	2.29	2.24	98.38	94.43	95.02
*Transportation equipment.....	43.4	40.2	41.4	2.58	2.51	2.34	112.05	100.81	96.73
Aircraft and parts.....	41.6	40.4	41.1	2.39	2.37	2.28	99.69	96.01	93.62
Motor vehicles.....	47.1	39.8	42.4	2.93	2.84	2.62	138.14	112.79	111.10
Motor vehicle parts and accessories.....	43.6	41.4	41.1	2.55	2.51	2.26	111.38	104.13	92.94
Railroad and rolling stock equipment.....	40.2	39.7	40.7	2.35	2.35	2.20	94.60	93.41	89.43
Shipbuilding and repairing.....	41.3	39.3	40.9	2.42	2.38	2.19	99.86	93.65	89.57
*Non-ferrous metal products.....	41.2	40.8	40.9	2.33	2.33	2.32	95.73	94.90	94.84
Aluminum products.....	41.6	40.3	41.3	2.10	2.09	2.07	87.26	84.29	85.43
Brass and copper products.....	42.3	41.1	42.1	2.21	2.20	2.18	93.26	90.14	85.93
Smelting and refining.....	40.6	40.7	40.4	2.60	2.60	2.61	105.57	105.79	105.63
*Electrical apparatus and supplies.....	41.5	40.4	40.6	2.08	2.08	1.99	86.29	83.88	80.63
Heavy electrical machinery and equipment ¹	41.4	40.6	40.9	2.31	2.29	2.22	95.54	92.94	90.40
Telecommunication equipment.....	39.8	39.1	39.8	1.88	1.88	1.76	74.67	73.62	70.14
*Non-metallic mineral products.....	42.5	42.2	42.1	2.14	2.16	2.05	91.18	91.00	86.16
Clay products.....	41.1	41.4	42.2	1.95	1.92	1.85	80.14	79.47	78.08
Glass and glass products.....	40.3	40.8	41.2	2.14	2.16	2.08	86.39	87.57	84.94
Products of petroleum and coal.....	41.1	41.3	40.7	2.84	2.83	2.81	116.76	116.55	114.55
Petroleum refining and products.....	41.1	41.3	40.7	2.86	2.85	2.83	117.67	117.76	115.32
Chemical products.....	40.8	40.5	41.3	2.28	2.27	2.27	92.99	92.12	93.57
Medicinal and pharmaceutical preparations.....	39.6	39.5	39.7	1.81	1.80	1.74	71.57	71.03	69.06
Acids, alkalis and salts.....	40.4	40.2	41.2	2.63	2.64	2.66	106.30	105.92	109.55
Miscellaneous manufacturing industries.....	41.5	40.9	41.0	1.69	1.68	1.67	70.22	68.72	68.39
Construction	40.6	40.2	37.5	2.41	2.39	2.24	97.51	95.94	84.05
Building and general engineering.....	40.6	39.6	36.6	2.59	2.58	2.43	105.22	102.23	88.82
Highways, bridges and streets.....	40.6	41.7	39.5	1.96	1.93	1.86	79.67	80.67	73.42
Electric and motor transportation	44.0	44.0	44.3	2.11	2.11	2.09	92.83	92.85	92.63
Service	36.2	36.6	37.1	1.26	1.26	1.19	45.69	46.13	44.06
Hotels and restaurants.....	35.7	36.1	36.4	1.21	1.21	1.16	43.22	43.80	42.21
Laundries and dry cleaning plants.....	39.2	39.0	40.5	1.20	1.18	1.12	46.90	46.04	45.47

¹Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 199, February 1965 issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS ON HAND

SOURCE: National Employment Service, Department of Labour

Period	Unfilled Vacancies*			Registrations on hand		
	Male	Female	Total	Male	Female	Total
End of:						
June 1960.....	17,227	15,875	33,102	258,719	131,036	390,655
June 1961.....	15,103	16,445	31,548	268,284	125,447	393,731
June 1962.....	22,436	20,672	43,108	237,747	119,561	357,308
June 1963.....	23,271	21,726	44,997	261,541	127,631	389,172
June 1964.....	28,693	21,359	50,052	266,490	140,069	406,559
July 1964.....	29,445	19,458	48,903	233,564	128,799	362,363
August 1964.....	30,171	24,058	54,229	197,724	109,554	307,278
September 1964.....	33,617	23,611	57,228	173,988	104,907	278,895
October 1964.....	29,159	19,727	48,886	203,340	110,611	313,951
November 1964.....	38,620	22,704	61,324	254,346	118,294	372,640
December 1964.....	25,171	14,758	39,929	378,125	130,721	508,846
January 1965.....	22,509	15,141	37,650	447,847	152,195	600,042
February 1965.....	23,167	16,364	39,531	453,555	153,426	606,981
March 1965.....	27,436	19,898	47,334	447,673	149,274	596,947
April 1965.....	35,094	24,548	59,642	397,193	142,760	539,953
May 1965 ⁽¹⁾	38,765	26,560	65,325	277,216	124,123	401,339
June 1965 ⁽¹⁾	36,285	24,739	61,024	238,646	144,684	383,330

⁽¹⁾Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1961-1964, AND DURING MONTH, MAY 1964—MAY 1965

SOURCE: National Employment Service, Department of Labour

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year.....	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1964—May.....	207,806	88,218	95,076	44,484	78,405	31,264
1964—June.....	234,674	109,636	87,592	47,201	74,485	34,649
July.....	237,632	111,717	97,585	53,022	81,610	42,217
August.....	198,847	97,928	86,901	56,448	69,893	41,514
September.....	209,609	107,109	108,719	55,219	90,230	43,051
October.....	228,509	99,357	88,832	41,509	72,982	30,636
November.....	277,052	104,803	109,323	45,645	82,945	30,749
December.....	341,413	103,065	77,455	41,458	76,480	40,686
1965—January.....	272,107	100,622	65,179	34,426	53,989	23,938
February.....	207,415	79,029	62,727	32,744	49,162	22,308
March.....	236,435	87,317	81,598	41,971	62,519	27,678
April.....	212,743	84,512	89,202	42,378	67,731	26,976
May [1].....	191,819	86,629	103,280	47,189	81,804	32,057

⁽¹⁾ Preliminary.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,
DURING MAY 1965⁽¹⁾**

SOURCE: National Employment Service, Department of Labour

Industry Group	Male	Female	Total	Change from May 1964
Agriculture, Fishing, Trapping	3,985	763	4,748	— 1,391
Forestry	5,730	95	5,831	— 772
Mining, Quarrying and Oil Wells	1,195	63	1,258	+ 75
Metal Mining.....	693	13	706	+ 81
Fuels.....	211	27	238	+ 65
Non-Metal Mining.....	83	2	85	+ 103
Quarrying, Clay and Sand Pits.....	109	4	113	+ 43
Prospecting.....	99	17	116	— 11
Manufacturing	19,888	8,959	28,847	+ 2,675
Foods and Beverages.....	2,744	2,838	5,582	+ 223
Tobacco and Tobacco Products.....	37	22	59	+ 70
Rubber Products.....	184	111	295	+ 61
Leather Products.....	324	236	560	+ 28
Textile Products (except clothing).....	706	421	1,127	+ 36
Clothing (textile and fur).....	581	1,683	2,264	+ 83
Wood Products.....	2,682	287	2,969	+ 174
Paper Products.....	1,283	326	1,609	+ 305
Printing, Publishing and Allied Industries.....	1,029	564	1,593	+ 505
Iron and Steel Products.....	3,693	465	4,158	+ 541
Transportation Equipment.....	2,414	284	2,698	+ 143
Non-Ferrous Metal Products.....	765	189	954	+ 123
Electrical Apparatus and Supplies.....	680	548	1,228	+ 90
Non-Metallic Mineral Products.....	1,004	96	1,100	+ 237
Products of Petroleum and Coal.....	117	13	130	+ 8
Chemical Products.....	942	354	1,296	+ 402
Miscellaneous Manufacturing Industries.....	713	542	1,255	+ 128
Construction	15,480	226	15,706	+ 2,593
General Contractors.....	10,523	128	10,651	+ 1,907
Special Trade Contractors.....	4,957	98	5,055	+ 686
Transportation, Storage and Communication	6,732	458	7,190	+ 51
Transportation.....	6,059	267	6,326	+ 13
Storage.....	538	52	590	+ 20
Communication.....	135	139	274	+ 18
Public Utility Operation	519	51	570	+ 30
Trade	10,853	5,076	15,929	+ 465
Wholesale.....	4,713	1,293	6,006	+ 127
Retail.....	6,140	3,783	9,923	+ 338
Finance, Insurance and Real Estate	632	1,223	1,855	+ 125
Service	16,784	15,143	31,927	+ 341
Community or Public Service.....	1,233	1,627	2,860	+ 682
Government Service.....	6,240	1,322	7,562	— 320
Recreation Service.....	656	251	907	— 286
Business Service.....	1,662	634	2,296	+ 422
Personal Service.....	6,993	11,309	18,302	— 157
Grand Total	81,804	32,057	113,861	+ 4,192

⁽¹⁾ Preliminary.

**TABLE D-4—REGISTRATIONS ON HAND, BY OCCUPATION AND BY SEX,
AS AT MAY 31, 1965¹**

Source: National Employment Service, Department of Labour

Occupational Group	Registrations on Hand		
	Male	Female	Total
Professional & Managerial Workers.....	8,241	2,329	10,570
Clerical Workers.....	17,700	42,257	59,957
Sales Workers.....	7,022	15,271	22,293
Personal & Domestic Service Workers.....	33,805	22,476	56,281
Seamen.....	1,241	25	1,266
Agriculture, Fishing, Forestry (Ex. log.).....	5,089	748	5,837
Skilled and Semi-skilled Workers.....	114,452	16,550	131,002
Food and kindred products (incl. tobacco).....	930	482	1,412
Textiles, clothing, etc.....	2,392	10,261	12,653
Lumber and lumber products.....	18,798	122	18,920
Pulp, paper (incl. printing).....	1,164	482	1,646
Leather and leather products.....	883	994	1,877
Stone, clay & glass products.....	232	30	262
Metalworking.....	8,024	823	8,847
Electrical.....	1,592	866	2,458
Transportation equipment.....	396	45	441
Mining.....	1,209	—	1,209
Construction.....	26,580	10	26,590
Transportation (except seamen).....	23,541	98	23,639
Communications & public utility.....	498	1	499
Trade and service.....	3,734	1,311	5,045
Other skilled and semi-skilled.....	16,463	743	17,206
Foremen.....	2,631	273	2,904
Apprentices.....	5,385	9	5,394
Unskilled Workers.....	89,666	24,467	114,133
Food and tobacco.....	3,017	6,205	9,222
Lumber & lumber products.....	11,411	446	11,857
Metalworking.....	2,828	557	3,385
Construction.....	46,218	2	46,220
Other unskilled workers.....	26,192	17,257	43,449
GRAND TOTAL.....	277,216	124,123	401,339

¹)Preliminary — subject to revision.

**TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS,
AT MAY 31, 1965**

Source: National Employment Service, Department of Labour

Office	Registrations on Hand		Office	Registrations on Hand	
	(1) May 31, 1965	Previous Year May 29, 1964		(1) May 31, 1965	Previous Year May 29, 1964
Newfoundland	17,683	18,690	Quebec—Concluded		
Corner Brook.....	3,102	3,503	Sherbrooke.....	4,385	3,425
Grand Falls.....	1,813	2,214	Sorel.....	1,764	1,514
St. John's.....	12,768	12,973	Thetford Mines.....	1,497	1,431
Prince Edward Island	2,367	2,413	Trois-Rivières.....	2,998	3,523
Charlottetown.....	1,645	1,566	Val-d'Or.....	1,462	1,762
Summerside.....	722	847	Valleyfield.....	1,905	1,372
Nova Scotia	17,928	22,549	Victoriaville.....	1,420	1,372
Amherst.....	664	681	Ville St. Georges.....	3,133	3,319
Bridgewater.....	732	793	Ontario	112,845	119,839
Halifax.....	4,993	6,216	Amprior.....	246	249
Inverness.....	607	721	Barrie.....	850	964
Kentville.....	1,648	2,125	Belleville.....	1,443	1,363
Liverpool.....	342	331	Bracebridge.....	483	618
New Glasgow.....	1,777	2,051	Brampton.....	939	824
Springhill.....	459	777	Brantford.....	1,533	1,413
Sydney.....	3,317	4,790	Brockville.....	192	478
Sydney Mines.....	1,098	1,109	Carleton Place.....	215	170
Truro.....	1,018	1,302	Chatham.....	1,074	1,394
Yarmouth.....	1,273	1,653	Cobourg.....	471	527
New Brunswick	14,723	19,897	Collingwood.....	479	389
Bathurst.....	1,358	3,244	Cornwall.....	1,694	1,781
Campbellton.....	1,492	1,740	Elliot Lake.....	297	315
Edmundston.....	1,452	1,632	Fort Erie.....	206	327
Fredericton.....	1,117	1,605	Fort Frances.....	477	458
Minto.....	289	284	Fort William.....	1,450	1,484
Moncton ⁽¹⁾	2,798	4,410	Galt.....	929	717
Newcastle.....	1,425	1,734	Gananoque.....	125	145
Saint John.....	3,196	3,088	Goderich.....	215	281
St. Stephen.....	909	1,291	Guelph.....	816	898
Sussex.....	262	311	Hamilton.....	8,899	9,649
Woodstock.....	425	558	Hawkesbury.....	528	723
Quebec	134,778	147,286	Kapuskasasing.....	1,000	1,110
Alma.....	2,137	2,098	Kenora.....	970	575
Asbestos.....	508	581	Kingston.....	1,688	1,588
Baie Comeau.....	817	790	Kirkland Lake.....	672	529
Beauharnois.....	953	1,235	Kitchener.....	1,586	1,920
Buckingham.....	927	973	Leamington.....	378	442
Causapscal.....	2,162	2,257	Lindsay.....	362	514
Chandler.....	1,727	1,390	Listowel.....	105	164
Chicoutimi.....	1,951	2,176	London.....	3,433	3,263
Cowansville.....	292	397	Long Branch.....	2,725	2,498
Dolbeau.....	2,116	1,761	Midland.....	308	320
Drummondville.....	1,532	1,655	Napanea.....	290	301
Farnham.....	314	393	New Liskeard.....	226	301
Forestville.....	734	1,070	Newmarket.....	611	838
Gaspé.....	1,294	1,539	Niagara Falls.....	933	1,366
Granby.....	1,603	1,790	North Bay.....	896	1,088
Hull.....	2,298	2,384	Oakville.....	961	548
Joliette.....	2,624	3,020	Orillia.....	463	407
Jonquière.....	2,766	2,737	Oshawa.....	2,475	3,900
Lachute.....	433	567	Ottawa.....	5,060	4,954
Lac-Mégantic.....	1,056	1,068	Owen Sound.....	711	758
La Malbaie.....	1,757	1,904	Parry Sound.....	141	296
La Tuque.....	904	824	Pembroke.....	1,085	1,103
Lévis.....	2,835	2,772	Perth.....	248	420
Louisville.....	872	812	Peterborough.....	1,990	2,056
Magog.....	682	476	Picton.....	194	187
Maniwaki.....	954	811	Port Arthur.....	2,619	2,653
Matane.....	1,769	1,480	Port Colborne.....	445	435
Mont-Laurier.....	807	808	Prescott.....	392	541
Montmagny.....	1,153	1,792	Renfrew.....	310	409
Montréal.....	39,170	47,237	St. Catharines.....	2,662	2,840
New Richmond.....	1,046	2,053	St. Thomas.....	489	519
Port Alfred.....	1,021	1,022	Sarnia.....	1,682	1,907
Québec.....	10,202	12,282	Sault Ste. Marie.....	2,150	2,188
Rimouski.....	3,136	3,145	Simcoe.....	626	673
Rivière-du-Loup.....	3,552	3,836	Smiths Falls.....	328	360
Roberval.....	1,783	1,798	Stratford.....	264	353
Rouyn.....	3,462	3,704	Sturgeon Falls.....	242	568
Ste. Agathe des Monts.....	655	589	Sudbury.....	2,672	3,312
Ste. Anne de Bellevue.....	719	780	Tilsonburg.....	264	264
Ste. Thérèse.....	1,657	1,691	Timmins.....	1,354	1,525
St. Hyacinthe.....	1,539	1,284	Toronto.....	34,554	34,494
St. Jean.....	1,667	1,683	Trenton.....	660	529
St. Jérôme.....	1,168	1,413	Walkerton.....	273	405
Sept-Îles.....	1,508	1,505	Wallaceburg.....	274	277
Shawinigan.....	3,954	3,986	Welland.....	1,540	1,543
			Weston.....	2,103	2,147
			Windsor.....	3,711	4,795
			Woodstock.....	271	489

**TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS,
AT MAY 31, 1965**

Source: National Employment Service, Department of Labour

Office	Registrations on Hand		Office	Registrations on Hand	
	(1) May 31, 1965	Previous Year May 29, 1964		(1) May 31, 1965	Previous Year May 29, 1964
Manitoba.....	18,379	24,292	British Columbia.....	49,088	51,644
Brandon.....	1,079	1,636	Chilliwack.....	873	1,259
Dauphin.....	768	1,204	Courtenay.....	532	642
Flin Flon.....	187	166	Cranbrook.....	683	766
Portage la Prairie.....	795	863	Dawson Creek.....	1,281	1,439
The Pas.....	322	478	Duncan.....	412	353
Winnipeg.....	15,258	19,945	Kamloops.....	1,514	1,790
Saskatchewan.....	10,665	11,318	Kelowna.....	1,683	1,385
Estevan.....	118	159	Mission City.....	499	821
Lloydminster.....	125	164	Nanaimo.....	547	702
Moose Jaw.....	804	739	Nelson.....	731	869
North Battleford.....	788	686	New Westminster.....	6,434	6,904
Prince Albert.....	1,277	1,566	Penticton.....	1,787	1,458
Regina.....	3,105	3,490	Port Alberni.....	446	462
Saskatoon.....	2,765	2,757	Prince George.....	2,020	2,561
Swift Current.....	434	318	Prince Rupert.....	1,257	1,493
Weyburn.....	154	116	Quesnel.....	1,069	1,187
Yorkton.....	1,095	1,323	Trail.....	696	639
Alberta.....	22,883	27,849	Vancouver.....	21,843	22,062
Blairmore.....	453	587	Vernon.....	1,671	1,241
Calgary.....	6,698	8,309	Victoria.....	2,767	3,208
Drumheller.....	305	395	Whitehorse.....	343	403
Edmonton.....	10,299	13,106	CANADA.....	401,339	445,777
Edson.....	278	304	Males.....	277,216	319,268
Grande Prairie.....	1,257	1,346	Females.....	124,123	126,509
Lethbridge.....	1,703	1,751			
Medicine Hat.....	727	776			
Red Deer.....	1,163	1,295			

(1) Preliminary.

(2) Includes 101 registrations reported by the Îles-de-la-Madeleine, Que. local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 592, June issue.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

Source: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

End of:	Total	Employed	Claimants
1965—March.....	4,513,000	3,974,000	539,000
February.....	4,499,000	3,939,800	559,200
January.....	4,487,000	3,939,200	547,800
1964—December.....	4,475,000	3,996,800	478,200
November.....	4,369,000	4,094,500	274,500
October.....	4,298,000	4,083,500	214,500
September.....	4,304,000	4,130,400	173,600
August.....	4,330,000	4,148,000	182,000
July.....	4,271,000	4,065,700	205,300
June.....	4,241,000	4,039,100	201,900
May.....	4,173,000	3,922,900	250,100
April.....	4,280,000	3,782,300	497,700
March.....	4,348,000	3,750,700	597,300

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE,
APRIL 1965**

Source: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	4,973	4,337	637	5,337	4,566	771	1,720
Prince Edward Island.....	963	817	146	1,075	980	95	277
Nova Scotia.....	6,917	5,107	1,810	7,703	6,655	1,048	1,552
New Brunswick.....	8,638	6,489	2,149	8,819	7,731	1,088	2,336
Quebec.....	51,028	36,785	14,243	57,868	48,321	9,547	16,450
Ontario.....	42,295	31,087	11,208	47,192	37,149	10,043	12,851
Manitoba.....	6,539	5,146	1,393	6,941	5,778	1,163	1,772
Saskatchewan.....	4,268	3,491	777	4,445	3,713	732	1,299
Alberta.....	9,252	7,094	2,158	9,586	7,601	1,985	3,350
British Columbia (including Yukon Territory).....	15,962	10,979	4,983	15,645	12,204	3,441	5,532
Total, Canada, April 1965.....	150,836	111,332	39,504	164,611	134,698	29,913	47,139
Total, Canada, March 1965.....	183,166	135,353	47,813	180,583	149,015	31,568	60,914
Total, Canada, April 1964.....	175,430	127,282	48,148	197,150	164,891	32,259	43,627

*In addition, revised claims received numbered 34,751.

†In addition, 36,390 revised claims were disposed of. Of these, 3,249 were special requests not granted and 1,982 appeals by claimants. There were 8,710 revised claims pending at the end of the month.

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES
BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,
APRIL 30, 1965**

(Counted on last working day of the month)

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more*	March 31, 1965	April 30, 1964
CANADA.....	462,929	130,773	150,286	146,322	35,548	538,978	497,745
Male.....	345,050	101,283	114,302	109,989	19,567	413,131	380,643
Female.....	117,879	29,490	35,984	36,424	15,981	125,847	117,102
Newfoundland.....	24,208	5,001	7,878	10,393	936	31,825	27,229
Male.....	22,414	4,607	7,397	9,941	469	29,952	25,120
Female.....	1,794	394	481	452	467	1,873	2,109
Prince Edward Island.....	4,573	577	980	2,848	168	6,402	4,624
Male.....	3,713	460	799	2,350	104	5,223	3,863
Female.....	860	117	181	498	64	1,179	761
Nova Scotia.....	27,180	5,802	8,529	11,053	1,796	33,606	32,109
Male.....	22,368	4,951	6,782	9,418	1,217	28,048	27,105
Female.....	4,812	851	1,747	1,635	579	5,558	5,004
New Brunswick.....	29,916	6,583	9,061	12,552	1,720	34,143	32,197
Male.....	25,013	5,804	7,803	10,482	924	28,337	27,073
Female.....	4,903	779	1,258	2,070	796	5,806	5,124
Quebec.....	154,516	44,517	57,460	41,719	10,820	178,791	158,861
Male.....	123,541	36,305	48,325	32,822	6,089	146,304	126,956
Female.....	30,975	8,212	9,135	8,897	4,731	32,487	31,905
Ontario.....	119,340	36,729	35,335	34,955	12,321	134,385	129,831
Male.....	74,783	24,609	21,956	21,533	6,685	88,012	87,131
Female.....	44,557	12,120	13,379	13,422	5,636	46,373	42,700
Manitoba.....	21,649	5,060	7,095	8,039	1,455	26,512	23,533
Male.....	15,872	3,783	5,011	6,275	803	20,516	18,226
Female.....	5,777	1,277	2,084	1,764	652	5,996	5,307
Saskatchewan.....	14,939	3,368	4,270	6,212	1,089	18,779	14,178
Male.....	11,334	2,725	3,165	4,904	540	14,662	10,884
Female.....	3,605	643	1,105	1,308	549	4,117	3,294
Alberta.....	25,098	8,668	7,212	7,322	1,896	27,185	29,502
Male.....	18,895	7,213	5,398	5,277	1,007	20,495	23,428
Female.....	6,203	1,455	1,814	2,045	889	6,690	6,074
British Columbia.....	41,510	14,468	12,466	11,229	3,347	47,350	45,681
Male.....	27,117	10,826	7,666	6,896	1,729	31,582	30,857
Female.....	14,393	3,642	4,800	4,333	1,618	15,768	14,824

* The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, APRIL 1965

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province	Weeks Paid*	Amount of Benefit Paid
Newfoundland.....	95,370	2,421,764
Prince Edward Island.....	18,393	421,662
Nova Scotia.....	89,966	2,034,905
New Brunswick.....	97,232	2,291,334
Quebec.....	603,923	15,422,415
Ontario.....	462,693	11,317,108
Manitoba.....	82,145	2,058,021
Saskatchewan.....	62,144	1,541,441
Alberta.....	88,781	2,248,786
British Columbia (including Yukon Territory).....	140,559	3,551,428
Total, Canada, April 1965.....	1,741,206	43,308,864
Total, Canada, March 1965.....	2,235,905	55,589,404
Total, Canada, April 1964.....	2,132,051	52,582,772

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1960—Year.....	129.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year.....	135.4	132.4	138.4	119.2	142.0	167.8*	151.8	120.2
1964—June.....	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2
July.....	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2
August.....	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2
September.....	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2
October.....	135.6	131.0	139.2	120.7	141.4	170.0*	151.1	121.4
November.....	135.9	132.0	139.3	120.9	141.4	170.7*	152.3	121.6
December.....	136.8	133.2	139.6	121.0	142.7	173.2*	153.5	121.6
1965—January.....	136.9	132.5	139.8	119.2	146.3	173.3*	154.0	121.6
February.....	137.2	133.1	140.1	119.5	146.3	173.5*	153.4	121.8
March.....	137.3	133.3	140.2	120.4	145.6	173.5*	153.4	121.9
April.....	137.7	133.4	140.3	121.2	145.9	175.0*	153.5	121.9
May.....	138.0	134.5	140.0	121.0	146.8	175.6	154.6	122.5
June.....	139.0	137.6	140.6	121.1	147.0	175.4	155.0	122.5

Note: 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

*Revised. Revision based on an adjustment from October 1964 in the prepaid medical care component, resulting from revised weights for group and non-group rates in Quebec and Ontario.

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA
AT THE BEGINNING OF MAY 1965**

(1949=100)

	All-Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and alcohol
	May 1964	April 1965	May 1965							
St. John's, Nfld. ^(a)	121.0	122.7	122.8	119.1	116.3	116.7	121.2	165.4	149.6	115.9
Halifax.....	131.8	133.5	133.9	129.8	134.3	131.2	138.8	169.6	171.9	125.9
Saint John.....	134.4	136.1	136.4	134.0	134.0	129.0	145.3	191.9	156.5	125.7
Montreal.....	134.3	136.8	137.4	139.2	136.0	113.1	166.8	183.0	157.1	127.1
Ottawa.....	135.5	137.3	137.7	135.4	137.4	125.1	158.7	182.5	150.9	126.7
Toronto.....	136.4	138.9	139.4	132.8	141.7	127.8	144.8	174.1	192.8	123.9
Winnipeg.....	132.1	134.8	135.2	134.2	130.1	126.7	138.3	188.8	143.1	138.3
Saskatoon-Regina.....	129.3	131.1	131.9	132.1	128.8	133.5	137.2	150.5	149.9	124.4
Edmonton-Calgary.....	127.8	128.9	129.7	126.4	127.5	129.4	132.4	173.7	145.4	120.6
Vancouver.....	132.7	134.5	134.5	133.2	134.8	124.1	147.3	157.0	150.7	123.3

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

^(a) St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada as compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 590, June issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1960-1965

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1960.....	268	274	49,408	738,700	0.19
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,410	0.07
*1964.....	313	329	100,214	1,572,220	0.13
*1964: May.....	15	35	7,488	63,700	0.06
June.....	46	66	15,148	195,680	0.16
July.....	38	72	18,183	147,710	0.12
August.....	36	68	11,418	108,200	0.10
September.....	26	63	9,039	104,010	0.09
October.....	30	60	10,593	101,580	0.09
November.....	25	57	15,080	105,590	0.09
December.....	19	48	33,689	460,260	0.38
*1965: January.....	24	47	29,768	220,380	0.21
February.....	24	50	29,596	294,100	0.27
March.....	31	55	14,262	115,260	0.09
April.....	36	66	11,612	121,510	0.11
May.....	28	56	17,018	155,490	0.14

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, MAY 1965, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	4	1,544	8,710
Mines.....	32	12,962	125,360
Manufacturing.....	6	1,368	6,920
Construction.....	2	790	11,480
Transp. & utilities.....	8	193	1,730
Finance.....	4	161	1,290
Service.....	4	161	1,290
Public administration.....	4	161	1,290
All industries.....	56	17,018	155,490

TABLE G-3—STRIKES AND LOCKOUTS, MAY 1965, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	1,200	7,200
Prince Edward Island.....	1	65	780
Nova Scotia.....	1	1,200	7,200
New Brunswick.....	1	65	780
Quebec.....	10	4,632	72,440
Ontario.....	29	8,789	62,730
Manitoba.....	2	733	1,450
Saskatchewan.....	2	733	1,450
Alberta.....	1	35	450
British Columbia.....	11	1,044	3,010
Federal.....	1	520	7,430
All jurisdictions.....	56	17,018	155,490

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
MAY 1965**

Preliminary

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date		Major Issues ~ Result
			May	Accu- mulated			
MINES							
<i>Metal</i> Quebec Iron & Titanium, Havre Saint-Pierre, Que.	Steelworkers Loc. 4466 (AFL-CIO/CLC)	190	1,330	1,330	May 10 May 19		New policy in security department ~ Acceptance of new policy when amended.
Dominion Coal No. 26 Colliery, Glance Bay, N.S.	Mineworkers Loc. 4529 (Ind.)	1,200	7,200	7,200	May 17 May 25		Removal of extra man for duration of poor roof conditions~Return of workers pending negotiations.
MANUFACTURING							
<i>Food and Beverages</i> Hiram Walker & Sons, Windsor, Ont.	Brewery Workers Loc. 61 (AFL-CIO/CLC)	430	7,310	7,310	May 6		Wages, statutory holidays, vacations, medical services ~
<i>Rubber</i> Firestone Tire & Rubber, Hamilton, Ont.	Rubber Workers Loc. 113 (AFL-CIO/CLC)	1,275	2,550	2,550	May 6 May 10		Wages, hours, increased pensions and group insurance benefits~Return of workers when settlement reached.
<i>Clothing</i> Fur Manufacturers' Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)	731	370	370	May 27 May 27		Wages, contracting out~Return of workers.
Associated Fur Industries, Toronto, Ont.	Butcher Workmen Loc. 82 (AFL-CIO/CLC)	780	780	780	May 27 May 28		Wages, hours ~ Return of workers.
<i>Wood</i> B.C. Forest Products, Victoria, B.C.	Woodworkers Loc. 1-118 (AFL-CIO/CLC)	851	1,700	1,700	May 9 May 12		Withdrawal of first aid attendant on midnight shift~Return of workers pending referral to the grievance committee.
<i>Printing and Publishing</i> The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	769	16,080	87,240	July 9		Working conditions as affected by computers, job security, union membership of foremen~
<i>Primary Metal</i> Anaconda American Brass, New Toronto, Ont.	Auto Workers Loc. 399 (AFL-CIO/CLC)	1,100	22,000	32,200	Apr. 20		Wages, vacations, statutory holidays~
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers Loc. 5442 (AFL-CIO/CLC)	700	1,400	1,400	May 10 May 12		Interpretation of incentive clause in existing agreement ~Return of workers.
<i>Machinery</i> International Harvester, Hamilton, Ont.	Steelworkers Loc. 2868 (AFL-CIO/CLC)	2,100	700	700	May 14 May 17		Dissatisfied with delay in contract negotiations~Return of workers.
<i>Transportation Equipment</i> Canadair, Montreal, Que.	Machinists Loc. 712 (AFL-CIO/CLC)	3,200	12,800	118,400	Apr. 12		Wages, union security, short-term contract~
Long Manufacturing, Oakville, Ont.	Auto Workers Loc. 1256 (AFL-CIO/CLC)	301	1,200	1,200	May 19 May 26		Piece-work rates in new contract~Return of workers negotiating committee to meet to discuss problem.
<i>Electrical Products</i> Federal Wire and Cable, Guelph, Ont.	Steelworkers Loc. 3021 (AFL-CIO/CLC)	273	1,230	1,230	May 17 May 25		Wages ~ Wage increases amounting to 25¢ over a 3-yr. period.
CONSTRUCTION							
Sarnia Contractors' Association, Sarnia, Ont.	Plumbers Loc. 663 (AFL-CIO/CLC)	1,200	6,000	6,000	May 21 May 31		Wages, term of contract~15¢ an hr. increase immediately, 25¢ May 1, 1966, 20¢ May 1, 1967, 3-yr. contract; increased vacation pay.
TRANSPN. & UTILITIES							
<i>Transportation</i> Nfld. Employers' Association St. John's, Nfld.	Longshoremen's Protective Union (Ind.)	520	7,430	80,380	Oct. 26 May 21		Union refusal to accept terms of Industrial Enquiry Commission~4¢ an hr. increase, improved overtime rates in a 3-year agreement.
<i>Power, Gas and Water</i> Quebec Hydro, Various locations, Que.	Engineers' Syndicate (CNTU)	270	4,050	4,050	May 10		Classes of engineers to be included in bargaining unit~

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND OCCUPATION DURING THE FIRST QUARTER OF 1965

(Preliminary)

Occupation	Agriculture	Forestry	Fishing ⁽¹⁾	Mining ⁽²⁾	Manufacturing	Construction	Transportation ⁽³⁾	Trade	Finance ⁽⁴⁾	Service ⁽⁵⁾	Public Administration ⁽⁶⁾	Total	Per Cent of Total
Managerial.....				1	3	2	1				1	8	3.0
Professional and Technical...				2	1		1				5	9	3.4
Clerical.....							1				1	2	0.7
Sales.....					2			4	1			7	2.6
Service and recreation.....							3		1	4	16	24	9.0
Transport and communication		6	7	2	3	1	20			1		40	14.9
Farmers and farm workers...	4											4	1.5
Loggers and related workers...		17										17	6.3
Fishermen, trappers and hunters.....			7									7	2.6
Miners, quarrymen and related workers.....				43	2							45	16.8
Craftsmen, production process and related workers.....		2		13	32	24	15	3			1	90	33.6
Labourers and unskilled workers (not agricultural, fishing, logging, or mining).....					4	6	2	2		1		15	5.6
Total.....	4	25	14	61	47	33	43	9	2	6	24	268*	100.0
Per Cent of Total	1.5	9.3	5.2	22.8	17.5	12.3	16.1	3.4	0.7	2.2	9.0	100.0	

⁽¹⁾Includes trapping and hunting. ⁽²⁾Includes quarrying and oil wells. ⁽³⁾Includes storage, communication, electric power, gas and water utilities. ⁽⁴⁾Includes insurance and real estate. ⁽⁵⁾Includes community, business and personal service. ⁽⁶⁾Includes defence.

*Of this total, 202 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 66 were obtained from the other sources. The number of fatalities that occur during a quarter is usually greater than shown, as not all fatalities are reported in time for inclusion in the quarterly tables. Fatalities not recorded in the quarterly tables are included in the annual tables appearing in the May issue.

TABLE H-2—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND TYPE OF ACCIDENT, DURING THE FIRST QUARTER OF 1965*

(Preliminary)

Type of Accident	Agriculture	Forestry	Fishing	Mining	Manufacturing	Construction	Transportation	Trade	Finance	Service	Public Administration	Total
Striking against or stepping on objects												
Struck by:												
(a) tools, machinery, cranes, etc.....		1		2	1							4
(b) moving vehicles.....		21		34	5	2	3			1		6
(c) other objects.....		2		5	5	5	4					72
Caught in, on or between machinery, vehicles, etc.....		2	3		4	5	1					20
Collisions, derailments, wrecks, etc.....			1	1	4	4	17	4		1	22	54
Falls and slips:												
(a) on same level.....					3					1	1	5
(b) to different levels.....	1		11	3	8	9	7	1	1			41
Conflagrations, temperature extremes and explosions.....				7	7	1	2	2			1	20
Inhalation, absorptions, asphyxiation and industrial diseases...			2	9	12		2					25
Electric current.....				1	1	2	3					7
Over-exertion.....					1	1	4		1			7
Miscellaneous accidents.....	1					1	1	1		3		7
Total.....	4	25	14	61	47	33	43	9	2	6	24	268

*See footnote to Table H-1.